

# *APPLIED LEADERSHIP PROJECT –*

## *MEDIBYTE SLEEP DEVICE WORKSHOP*

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HCIN 556 – HEALTH CARE  
LEADERSHIP  
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# OVERVIEW & SCOPE



- When: August 6, 2021, from 1-2pm
- Where: Star Dental Cosmetic & Implant Center
- What: A **1-hour workshop** regarding *Medibyte Sleep Study Device* operation
- Who: Team of 3 “**Presenters**” responsible for planning and speaking, **8 staff members** in the audience
- How: Presenters demonstrated how the Medibyte Device and its Software are operated through a short **PowerPoint presentation** and **Guidebook**. Participants practiced operating the device through **paired-partner activities**. Satisfaction **surveys** were administered at the end of the workshop.

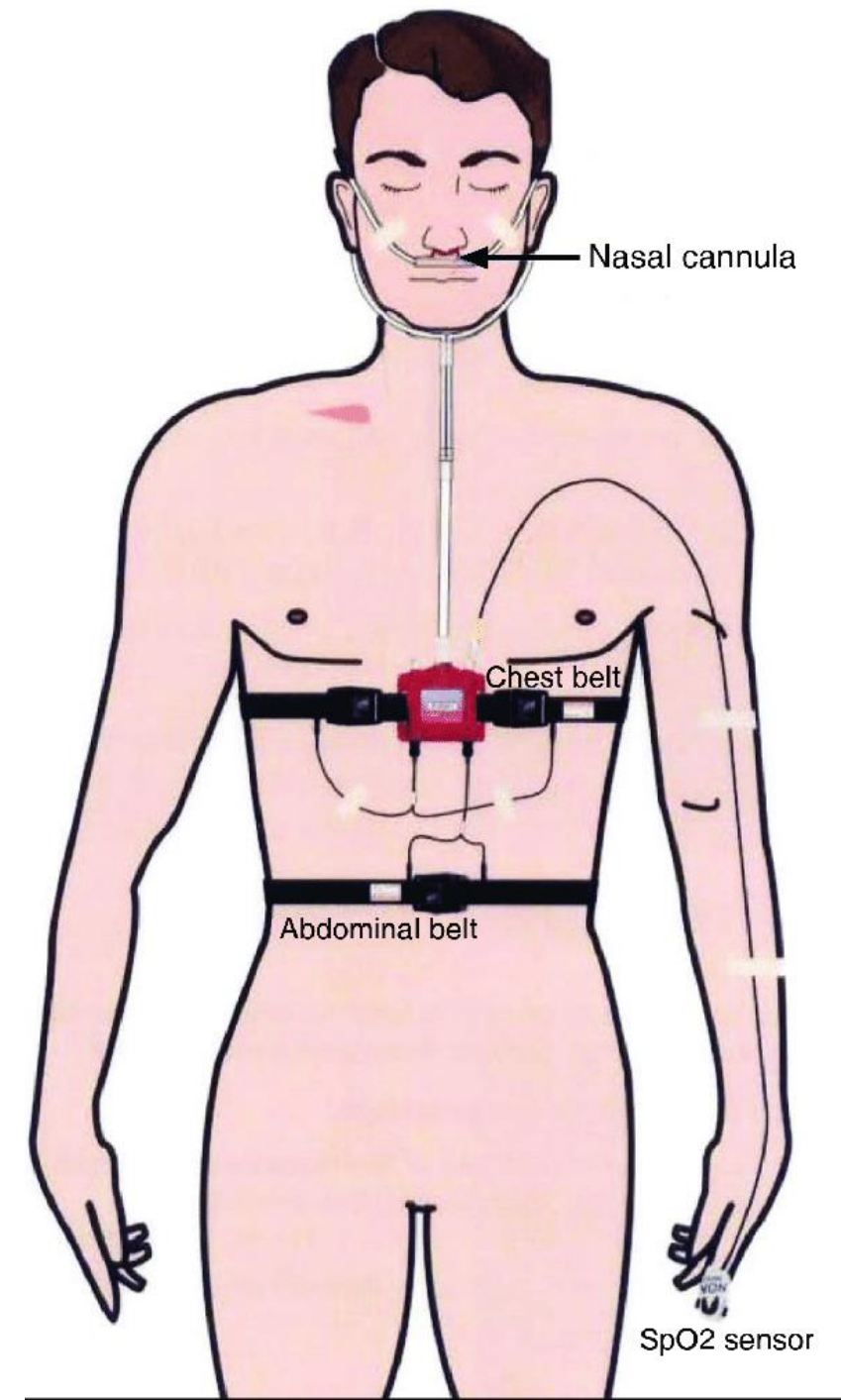
# *BACKGROUND & RATIONALE*

- Sleep apnea is a common condition, affecting an estimated 22 million Americans<sup>1</sup>
- Sleep apnea testing can be inconvenient and for many patients
- *Medibyte Sleep Study Device* allows patients to complete sleep testing, at home,
- Dentists play an important role in treating sleep apnea
  - Financial incentive



# VISION & GOAL

- Vision
  - Plan/Conduct an **interactive** and **informative** workshop to **build confidence** in *Medibyte Sleep Study Device* operation among staff members, to **improve communication skills**
- Goal
  - Ensure staff members have a **basic understanding** of sleep apnea, **device operation**, and how to **interpret results**
  - Ensure staff members feel comfortable **configuring software** and **operating the device**
  - Ensure staff members are confident **teaching patients** how to use the device, on their own
  - Complete the workshop within the **1-hour time period**





# TEAM MEMBERS



**James R.** – Project Team Leader  
USD Grad Student and Intern at  
Star Dental

Responsible for

- **Holding members accountable** for all deliverables
- Preparing/Editing **PPT** and **Guidebook** for workshop
- **Presenting**



**Dr. Fara A, DDS** – Project Sponsor  
Primary Stakeholder, Practice  
Owner, and Head Dentist

Responsible for:

- **Inviting staff audience** to attend the workshop
- **Reviewing & approving** material for clinical accuracy
- **Presenting**



**Myles H.** – Project Team Member  
Administrative Assistant  
at Star Dental

Responsible for:

- **Maintaining meeting notes** and written correspondence
- Research/Preparing **PPT** and **Guidebook** for workshop
- **Presenting**

# *LEADERSHIP PHILOSOPHY*

- Democratic Leadership
- Relationship-Oriented Leadership
- Strengths AND Weaknesses
- Traits and Behaviors
- Skills and Abilities



# *TEAM CULTURE*

- Balancing Task & Relationship Orientation Leadership Styles
- Providing Structure
- High Standards
- Developing Cohesiveness
- Constructive Feedback
- Have Fun!!





# *CONFLICTS & COMMUNICATION*

- Story!
- Content vs Relational Conflicts
- Fisher & Ury Approach
  - Separate the People from the Problem
  - Focus on Interests NOT Positions
  - Invent Options for Mutual Gains
  - Insist on Objective Criteria
- Communication and Compromise are key!





# *DIVERSITY, ETHICS & SOCIAL JUSTICE*

- Diverse Backgrounds & Experiences
- Inclusivity is Everything
- Respect & Empathy
- Patient Safety is Our Priority



# *SELF-REFLECTION*

- Strengths
  - “James had a lot of creative and unique ideas which carried us through the project. I admire his openness to new perspectives or differing ideas, and his ability to put the needs of the project and team members over his own.” – Dr. Fara
  - “James made us feel welcomed and heard. Meetings were a lot of fun and I learned a lot.” –Myles
- Areas of Improvement:
  - “James needs to work on his assertiveness, especially when it comes to dealing with insubordination on his team. There were times that I had to back him up in front of other team members who were trying to get out of the work they had committed to.” – Dr. Fara
  - “James needs to work on making sure our meetings end on time!” –Myles

# *LESSONS LEARNED*

- Get tested for Sleep Apnea!!
- Leadership is all about balance!
- Flexibility is important
- Be assertive, not combative
- Show compassion and empathy
- Keep working on yourself!

