LESSONS FROM THE REDWOODS: FOSTERING TEAM CONNECTIVITY AND INNOVATION THROUGH DYNAMIC DYAD LEADERSHIP

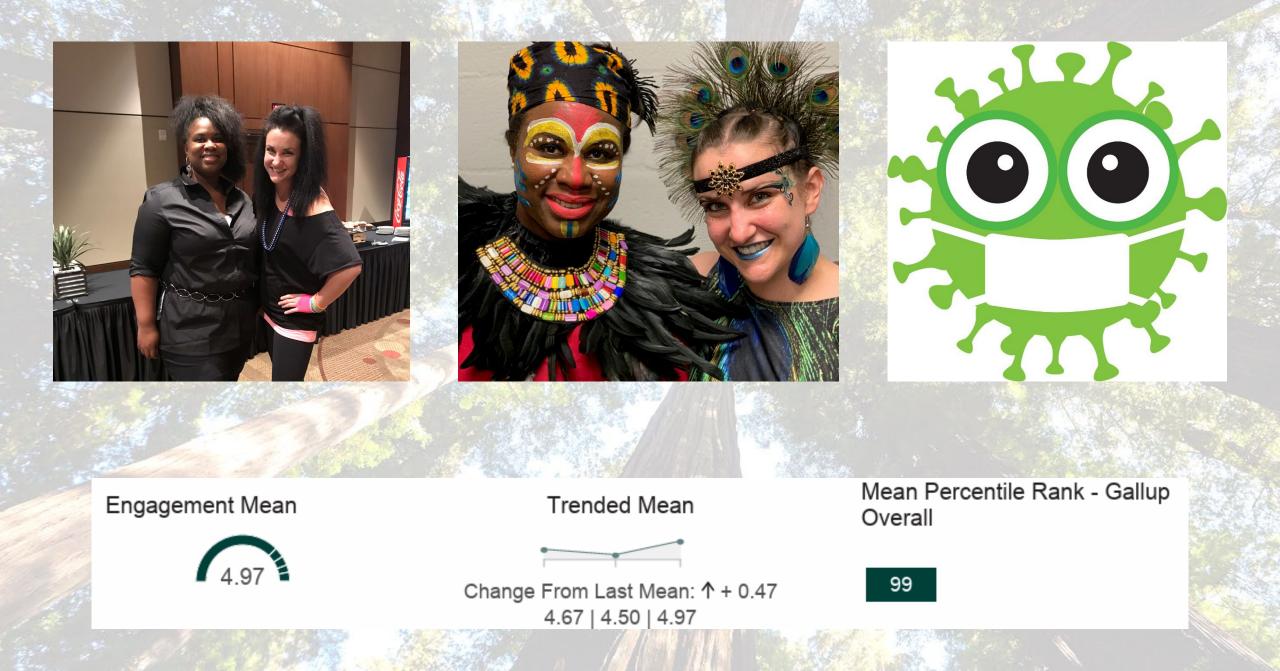
Diana Singer, PhD, RN, CCRN, CNE, C-TAGME Tricia Elliott, MD, FAAFP JPS Health Network



# WELCOME & INTRODUCTIONS

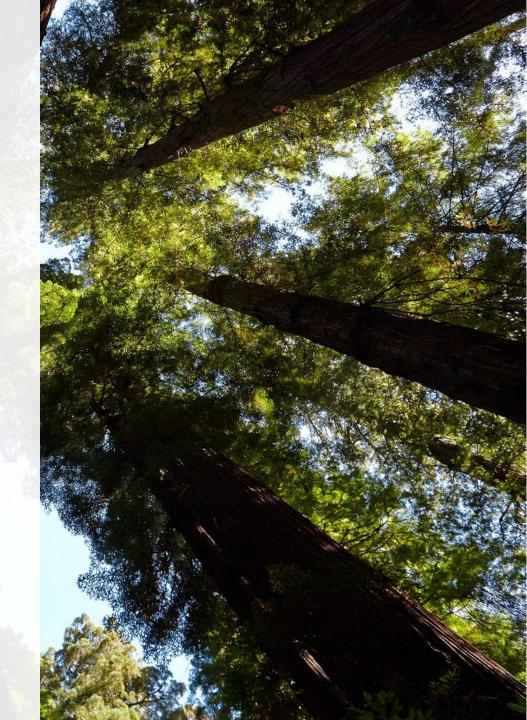


## OUR LEADERSHIP ROOTS



## 2020 ALL HANDS MEETING REDWOODS = COMMUNITY

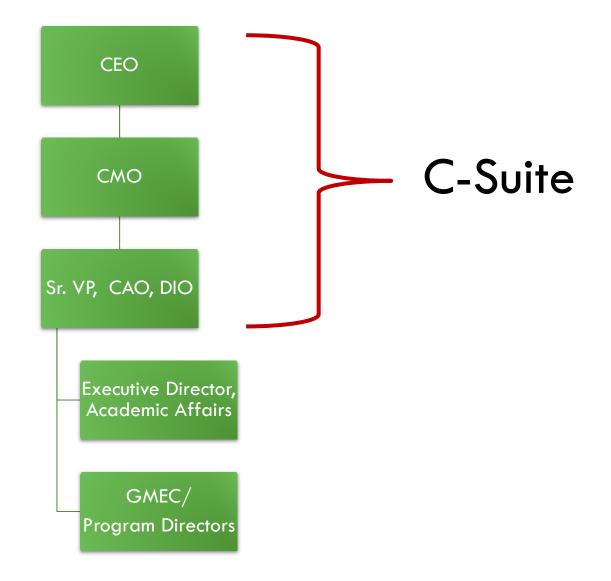
- Hold each other up
- Stay connected
- Model resilience
- Grow together
- Share roots and strength





# DYAD LEADERSHIP

# OUR STRUCTURE: JPS HEALTH NETWORK



### **DYAD LEADERSHIP MODEL**

#### Physician Co-Manager

- Quality of the Clinical Professionals and work
- Provider Behaviors
- **Provider Production**
- **Clinical Innovation**

- Clinical Pathway/Model

#### Mission Vision Values Culture **Overall Performance** Internal Org. Relationships Strategy

- Supply Chain
- Support Systems and Services

#### Administrator **Co-Manager**

- Operations
- Revenue Management
- Operating Expense Management
- Capital Planning and Application
- Staffing Models
- Performance Reporting

### ANOTHER WAY TO THINK ABOUT IT...



Doers



## STRENGTHS OF THE DYAD MODEL

#### Bridging gaps, reducing silos

**Differing perspectives** 

Interdisciplinary Communication

Layers of leadership

- Executive to Executive
- Director to Director
  - Clinical and Non-Clinical

### CHALLENGES OF THE DYAD MODEL

IPE/IPP

#### Competing Priorities → Accountability & Outcomes

Role Clarity

## LOGISTICS OF THE DYAD MODEL

#### Committees

Meetings

#### Structure (Physician Groups)

**Driving Change** 



# **BEWARE OF WILDFIRES**

# WHAT FIRES DO YOU FACE?



Advocacy

Stakeholders

Politics

Team dynamics

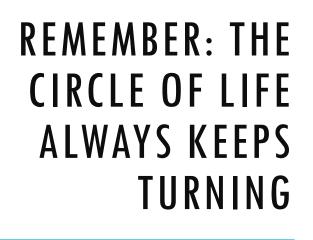
Culture change

Finances





### AS YOU RETURN TO YOUR "FOREST"







Maxine Waters Mug - Reclaiming My Time Coffee & Tea Mug - Best U.S. Representative Teacup Gift -11oz Ceramic Political Cup

Size: 15oz

Transaction #1367378685 Quantity: 1

#### **Order Notes**



Note from Sarah Powell There's no note from Sarah Powell

#### Your note to Sarah Powell

Please personalize with:

Dr. Tricia Elliott

Thank you!

# SOMETIMES THINGS DON'T TURN OUT THE WAY YOU PLANNED...



#### ... AND THAT'S OKAY

#### Leadership Advice

from

GIVE

Dr. Tricia C. Elliott

Thank You

Stay positive Stay out of the fray Use the pause button Seek first to understand Close the loop Explain the why

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# QUESTIONS? COMMONS? THOUGHTS?

### **ALWAYS REMEMBER** YOUR ROOTS

The strength of the team is each member. The strength of each member is the team. Phil Jackson

dvice from a

TOLERA MARCELLER

Stand tall and proud

Sink your roots into the earth

Be content with your natural beauty

Go out on a limb

Drink plenty of water

Remember your roots

Enjoy the view!

💧 Ilan Shamir 🔞



#### **GROW WITH US!**

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