Creating High Performing Teams

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We will be engaging in discussion
Our Plan for Today

- Experiences with great teams
- Qualities of a Highly Functional Team
- Pillars of “Teaming”
- Next steps with your team
Many Different Types of Teams
Many Different Types of Teams

- Flexible
- Self-determined
- Equality
- Just meeting
- Short-term
- Assigned
- Hierarchy
- Established relationship
- Longer-term
- Stable
- Established relationship
Who is in the room?
Where do you work?

Start presenting to display the poll results on this slide.
What do you do?

1. Start presenting to display the poll results on this slide.
Describe your team(s).
Think of a team you were a part of that worked well.

What made that team effective?
Small Group Discussion

Introduce yourselves to each other

Determine a scribe and a reporter
Think of a team you were a part of that worked well. What made that team effective?
What made your team effective?

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Qualities of a Highly Functional Team

It all starts with TRUST

HERE WE GO, CHARLIE BROWN...I’LL HOLD THE BALL, AND YOU COME RUNNING UP AND KICK IT...
TRUST
Building Trust
Step 2: Embrace conflict

Employer: How would you handle conflict in the workplace?

Me:

Another successful session of conflict resolution.
Productive Conflict

- Requires trust
- Get comfortable with being uncomfortable
- Create space for open dialogue and idea generation
- Teams comfortable with conflict confront tough issues quicker
- More effective and timely problem solving
Fostering Conflict

- Set expectations about how the team can engage in debate
- Real-time permission
- Mine for conflict
- Virtual teams may need different tactics
## Step 3 – Secure Commitment

### Benefits:
- Clarity around direction and priority
- Aligns the team
- Avoids assumptions
- Moves forward without hesitation
- **NOTE:** Does not require consensus

### Ways to secure commitment:
- Start with trust and open dialogue
- Clarify team principles
- End meeting with commitment clarity
- Clear deadlines
- Meeting summary with action items
Step 4 – Create accountability

• ac·count·abil·i·ty \ ə-,kau̇nt-ə-'bi-lə-tē \\

Definition of accountability:
the quality or state of being accountable especially: an obligation or willingness to accept responsibility or to account for one's actions

“MISS WILCOX, SEND IN SOMEONE TO BLAME.”
Ways to Foster Accountability

- Publication of goals and standards
- Use of a scorecard
- Review progress towards goals at every meeting
- Reward the team, not individuals
- Leader must confront difficult issues *and* peers must also hold each other accountable
Overarching Principles

1. Be vulnerable
2. Encourage dialogue and debate
3. Create clarity of goals and vision
4. Confront difficult situations
5. Focus on collective outcomes
Questions?
The Pillars of “Teaming”
Curiosity

- Capacity to learn from others on the team
- Willingness to ask the right questions
- Ability to listen for the unexpected insights

When you first meet

What brought you to UW?

Why did you decide to sign up for this project?

Tell us one thing that other folks here don’t know about you.

When you find yourself saying “What???”

Can you walk us through that?

Tell us more.

I hadn’t thought of that. Can you explain your idea?

So interesting. That’s a totally different approach. Please share more.
Passion

Show your enthusiasm

Bring your energy

Commit to process

https://hbr.org/2013/12/the-three-pillars-of-a-teaming-culture
Four Behaviors of Teaming

- Speaking Up
- Collaboration
- Experimentation
- Reflection

https://cvdl.ben.edu/blog/4-pillars-effective-teams/
Speaking Up

- Be fully present and actively listen
- Watch your non-verbal messages
- Invite voices to the discussion
- Amplify what others have said
- Create alternate pathways for voices
How do you create a space where people can speak up?

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Collaboration
People Bring Different Strengths

https://www.myersbriggs.org/my-mbti-personality-type/mbti-basics/
https://www.123test.com/personality-test/
Experimentation

- Cultivate curiosity
- Embrace failure
- Value data
- Celebrate the wins
Reflection

Time

Space

Schedule
Questions?
5-minutes – Work on worksheet
Back to Small Groups
Describe a current **team** situation or challenge that you are facing.

What is the impact on the team? What have actions have you taken in response?
A few reflections from groups
What is one new strategy that you will start to use?

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Take Homes

Determine the characteristics of your team

Pillars of “teaming” → curiosity, passion, empathy

Cultivate speaking up, collaboration, experimentation and reflection

Build trust, embrace conflict, secure commitment & foster accountability
What worked well?

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What should we do differently?

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Thank you!

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