
TIPS FOR SUCCESSFUL TEAM BUILDING

IHI 3 categories of team membership for success

1. Clinical leadership
 - a. Brings authority required to test and implement changes
 - b. Addresses any issues
2. Technical expertise
 - a. Ensures pertinent understanding of technical requirements
3. Day-to-Day leadership
 - a. Physician leadership and frontline leadership
 - i. Champions for project

How Teams Develop and Grow

Stage 1: Forming

- Team members get to know each other
- Establish boundaries

Stage 2: Storming

- Team members express individuality
- Manage conflict within the team
- Leader assumes coach role

Stage 3: Norming

- Team members develop relationship
- Group standards and roles develop

Stage 4: Performing

- Team works together and is productive

Evaluating Team Performance

1. Productivity
 - a. Did the team meet the goals
2. Satisfaction of team members
 - a. Were the team members satisfied with working with each other
3. Individual growth
 - a. How did team members develop professionally from activities