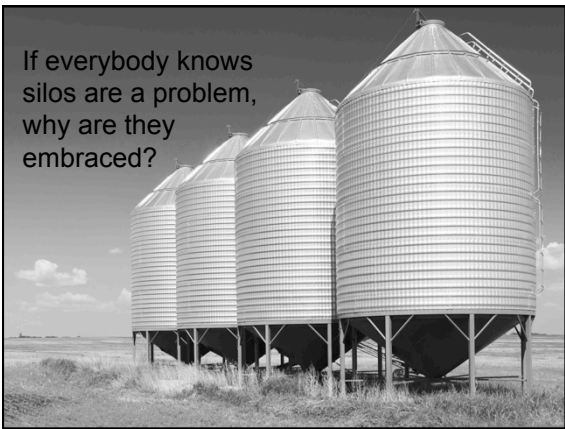


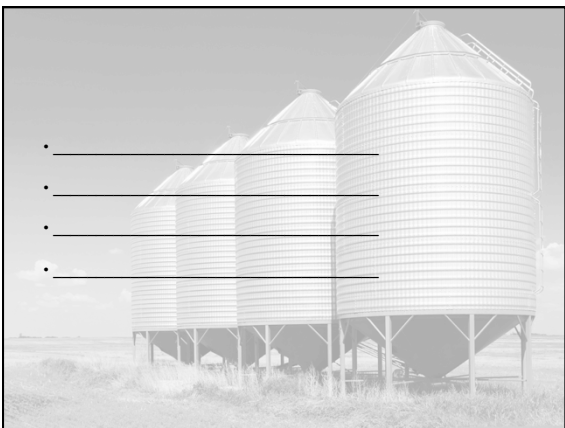
The Next Generation of the Interdisciplinary Team: What Leaders Need to Know & Do



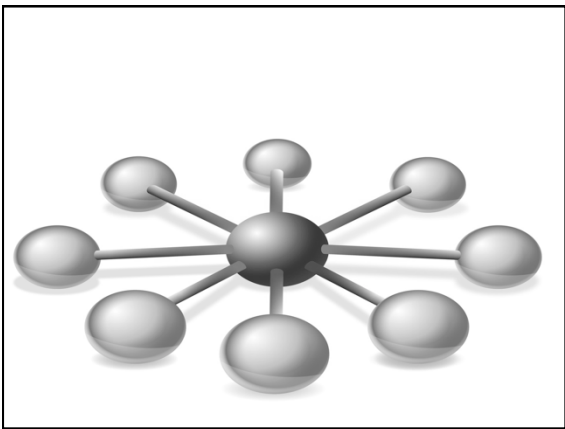
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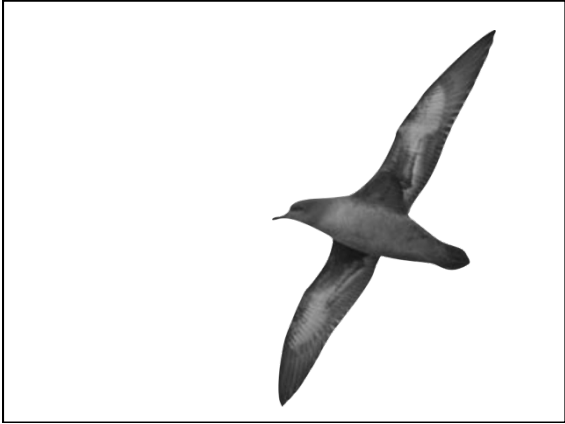










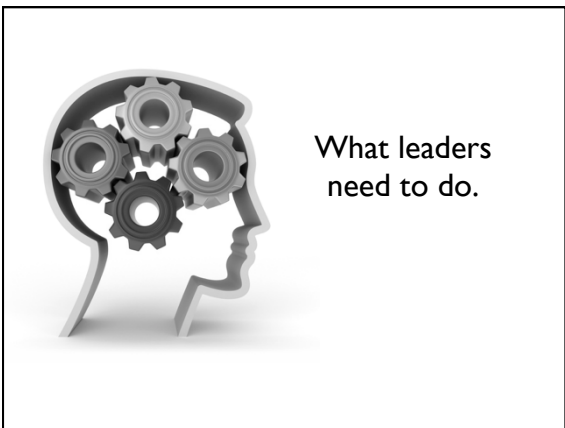


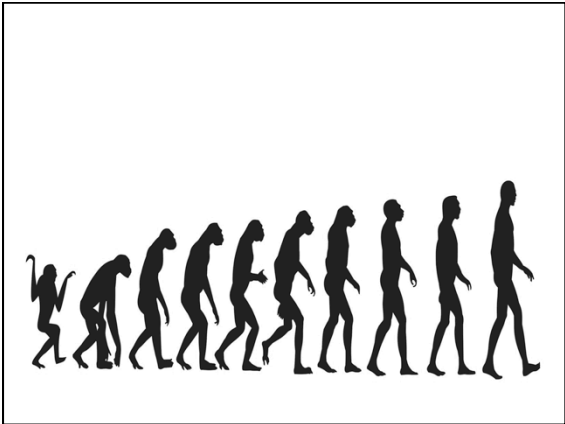












Critical Skill Evolution

FROM **TO**

Less dependence on leader
Less waffling in decision making
Finger point if stuff goes wrong
Challenges by others problematic
Lots of (long) meetings
Struggle with unplanned events
Keep to own ground

Focus on the Interdisciplinary Three C's

C C
C

Have better discussions, not meetings



Have REALLY (not NEARLY) Meetings

- In NEARLY meetings
- You're in a no-man's land between being separate and REALLY connecting
 - _____ are HALF-solved.
 - _____ are PARTLY understood.
 - Right things are ALMOST _____.



Ground truth interdisciplinary discussions

- To get the ball rolling: Questions for your team
 - “If we were hired to _____, what would we tell ourselves needs fixed – right NOW?”

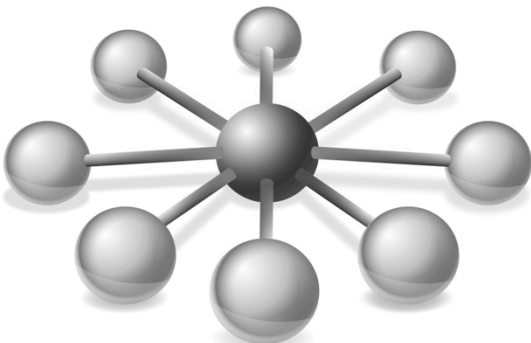


Ground truth interdisciplinary discussions

- Barriers are challenged
- Leaders encourage ‘_____’ thinking
 - “If we had NO _____ what would we do?”
 - “If we were the FIRST people trying to achieve this, how would we do it?”
 - “What’s our ‘start-from-scratch’ _____?”




One of the greatest incentives to be interdisciplinary

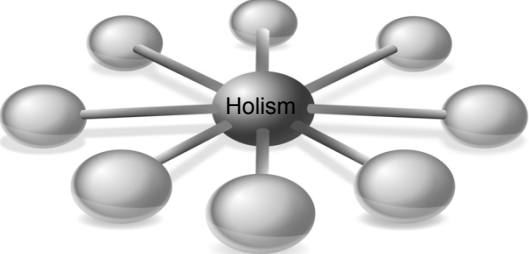


What this will require

____, _____, _____,
 _____, _____, etc.
 stop using
 ____ descriptions as their
 rationale to not collaborate or
 focus on the bigger picture



Maybe their new definition of their role is as
 ____ management expert,
 ____ management expert
 or ____ expert
 because that's how you'll be evaluated in the future.

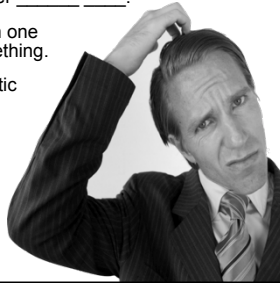


The re-hospitalization prevention outcome.

- In your meetings, ask your team to identify
 - What _____ will drive the outcome?
 - What new _____ are needed to support the outcome?

Mistakes leaders make regarding the interdisciplinary team

- You didn't describe the bigger _____.
- You hold _____ when one wasn't necessary to fix something.
- You don't address problematic team member behaviors.



Impediments to interdisciplinary team effectiveness

- _____ -- hijacks the discussion by suddenly bringing up something unrelated
- _____ -- singular view of change impacts them
- _____ – Defaults to why something won't work/can't be done
- _____ – willing to let others make decision
- _____ – a bully who hasn't grown up
- _____ – people addicted to their smart phone in meetings
- _____ – **every thing** you say is brilliant

Where do you go from here?

- Talk openly how limiting a silo can be in your discussions
- Begin breaking things down on the basis of
 - the big 4 (financial viability, census, staff recruitment/retention and regulatory compliance)
 - everybody's got skin in the game
- Commit to conversations, not _____
 - robustly explore the depth in your discussions that you need to achieve
- Reward _____ across departments
