

## Healthcare 2023: Leading Dynamic Teams

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## Agenda

- 01 Teamwork Activity
- 02 The 4<sup>th</sup> Industrial Revolution
- 03 Transformational Leadership
- 04 Developing High-Performing Teams
- 05 Questions

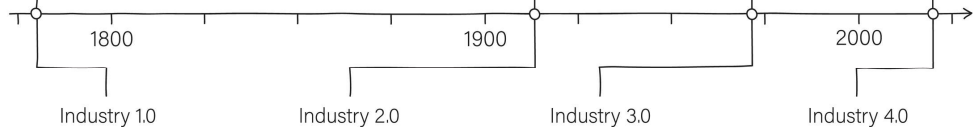
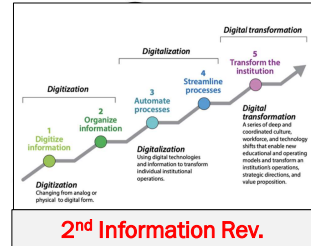
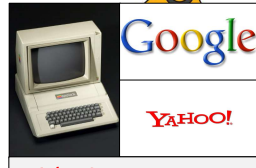
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# 4<sup>th</sup> Industrial Revolution

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## What is an Industrial Revolution?



**Industry 1.0**  
 The Industrial Revolution begins. Mechanization of manufacturing with the introduction of steam and water power

**Industry 2.0**  
 Mass production assembly lines using electrical power

**Industry 3.0**  
 Automated production using electronics, programmable logic controllers (PLC), IT systems and robotics

**Industry 4.0**  
 The 'Smart Factory'. Autonomous decision making of cyber physical systems using machine learning and Big Data analysis. Interoperability through IoT and cloud technology.

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# Industrial Revolution Attributes

1 **Less Expensive**

2 **Easy to Acquire**

3 **Higher Quality**

EXCELLENT  
VERY GOOD  
GOOD  
AVERAGE  
POOR

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# Transformational Leadership

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## Change Management | Change Leadership



**Management**

- Planning & Budgeting
- Organizing & Staffing
- Controlling & Problem-Solving



**Leadership**

- Articulate vision of the future
- Aligning people
- Motivating & Inspiring

**Larger changes require more leadership!**

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## New Leadership Styles & Team Policies

					
<b>Empathy &amp; Understanding</b>	<b>Re-Examining Priorities</b>	<b>Clear Channels of Communication</b>	<b>Adoption of Resilient Tech</b>	<b>Intentional Team Socialization</b>	<b>Pragmatic Goals</b>
Relating to and connecting with others – What’s THEIR point-of-view	Amplify impact with inclusivity, employee opportunities, and reinforcing projects that tie back to mission statement and goals	Be authentic, consistent, impartial, visible; and welcome feedback – using preferred channels of the team	Use reliable tech; applications-first mentality (ongoing tuning); and have a business continuity plan	Create communal spaces; schedule happy hours; host events; celebrate success. Listen and offer advice.	Clear expectation of what you want; and focus on results

Source: <https://www.mayfield.com/mayfields-annual-return-to-work-it-priorities-report-2021-2022/>

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## New Leadership Styles & Team Policies

					
<b>Asynchronous Work</b>	<b>Trust and Transparency</b>	<b>Agile Decision-Making</b>	<b>Management Style Adjustments</b>	<b>Reduced Hierarchy</b>	<b>More Employee Recognition</b>
Use “Commander Intent” to allow followers to take decisive action in the face of uncertainty; and think “digital workplace” in context with operational goals	Fosters team cohesion and problems are solved faster	Build teams that are small, diverse, empowered, and connected; design business with customer journey in mind	Adjust based on people and context in which you’re leading. It’s not a one-size fits all	Respect everyone and push power down; simplify rules – focus on clarity; make roles clear & explicit	Recognize employees formally and informally, in-the-moment, in context to a larger goal, and tied to the employee’s concept of value (e.g., award, gift card, pat on the back)

Source: <https://www.mayfield.com/mayfields-annual-return-to-work-it-priorities-report-2021-2022/>

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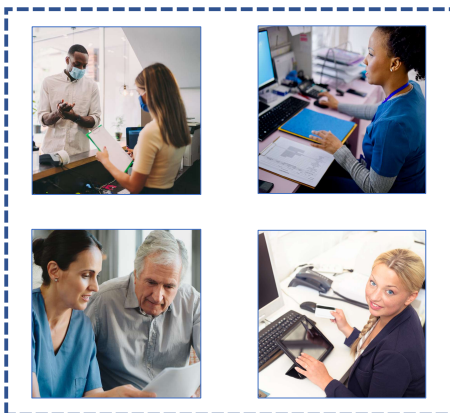


# Developing High-Performing Teams

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## Group Vs. Team

Working Together as a Group

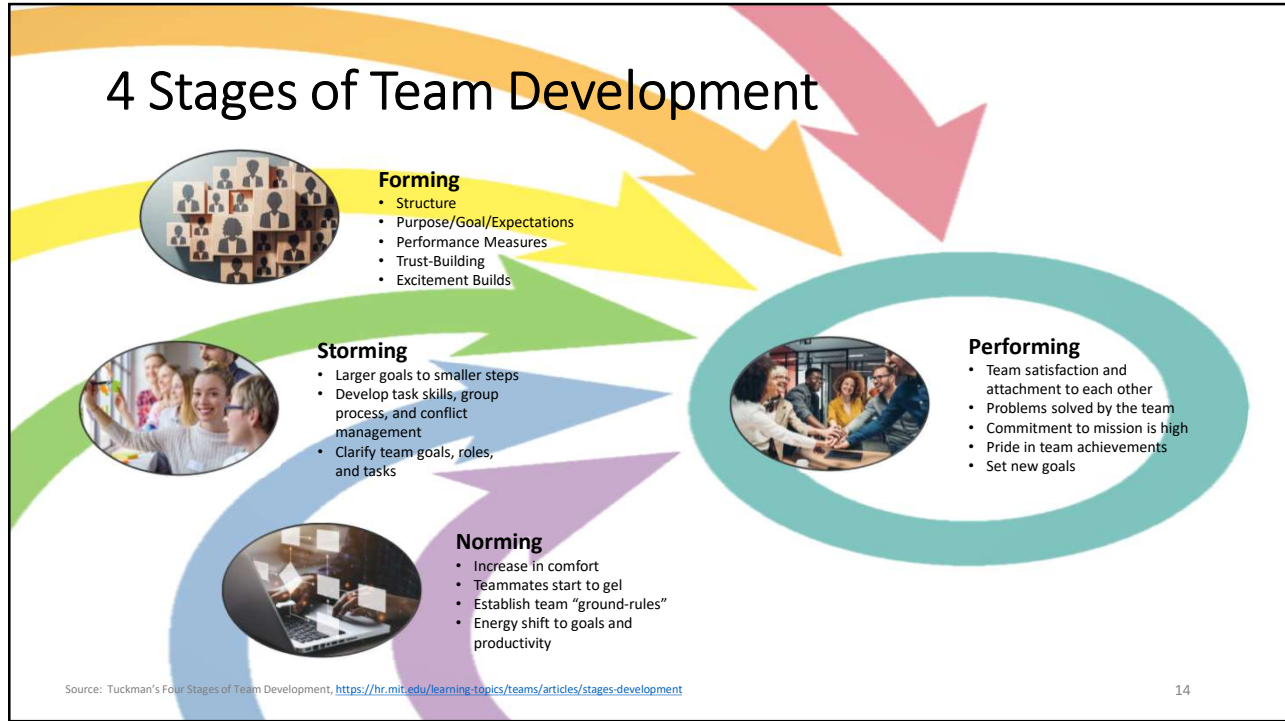


Joint Task as a Team




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## Framework for Sustainable Change

- **Anchor** by particular purpose
- **Define** value measures (hard & soft)
- **Digitize** the value chain/ecosystem
- **Become transparent** and demonstrate/demand accountability
- **Inventory** capabilities
- **Communicate** constantly
- **Own the Narrative** through storytelling
- **Celebrate success**

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**Why are you here?**

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