

Leadership

Value/incorporate clinicians input into decision making

Backfill of clinical duties

Invite team members to board meetings to present on initiatives

Contribute to agenda items/share agenda ahead of meetings

Shared documents or folders

Daily huddle

All staff meetings and communications

Entire team collaborates with strategic planning

Give team members responsibilities over and above job responsibilities

Ownership of ideas

Supporting social activities by all

Have staff lead QI projects based on annual QIP indicators

Environment receptive to ideas from anyone at any time

Performance effective management meeting (goals, collaboration, time management, etc.)

Staff education days

Inclusive agenda setting vs open forum

Leadership cont.

Shared decision making on policies

Creating new programs

Autonomy

Not micromanaging

Shared leadership roles between clinical and financial loads

Sharing roles when running programs/worksheets

Smaller focused committees with champions

Having leadership in different contexts

Highlight strength and weaknesses of team members

Program leads based on clinical and personal interests

Shared values, mission, vision among team

Preventative care call list

Presentations from team members who are content experts in a particular area

Divide QIP into working groups with each group focusing on 1 elements of the quality plan (group leader different for each group)

Leadership cont.

Program Ideas from IHPs

Facilitating annual QI plan in Schedule A with practitioners

Solicit input into QIP/Schedule A

Rotation of membership on program working groups

Remuneration - how is it recognized

Helping overcome barriers to becoming a leader

Discussion of leaders from different teams

All team members participate in program development (creation of indicators, asked to participate)

Openness to discussing new ideas (receptive, not saying "no" but rather "how can we do this")

Encourage team members to share ideas (they complete the proposal and initial planning)

Brainstorming activity with the whole team and small interdisciplinary teams

Annual team retreat

Asking staff what their professional goals are

Create leadership opportunities for all levels i.e. become part of social committees health and safety committees

Involving interested administrative staff into different task e.g. organizing mental health patient resources instead of calling on social worker