

# COLLABORATIVE LEADERSHIP FOR 21<sup>ST</sup> CENTURY HEALTHCARE: *TEAM LEADERSHIP*

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# Ways of Working Together:

- Ground rules to create respect & a trusted environment:
  - If someone is speaking, give them your attention and wait to speak until that person is complete.
  - If you are speaking, respect others and be succinct.
  - If something urgent is requiring your attention, step out of the room to attend to it.
  - When here, be fully present and disconnect from your emails and texts until the break after this session.
- You are encouraged to explore and share your thinking

# Collaborative Leadership Development Series:

*An Integral Approach to Change & Development*

## Outline:

- Session I: Individual Leadership: Styles & Tools

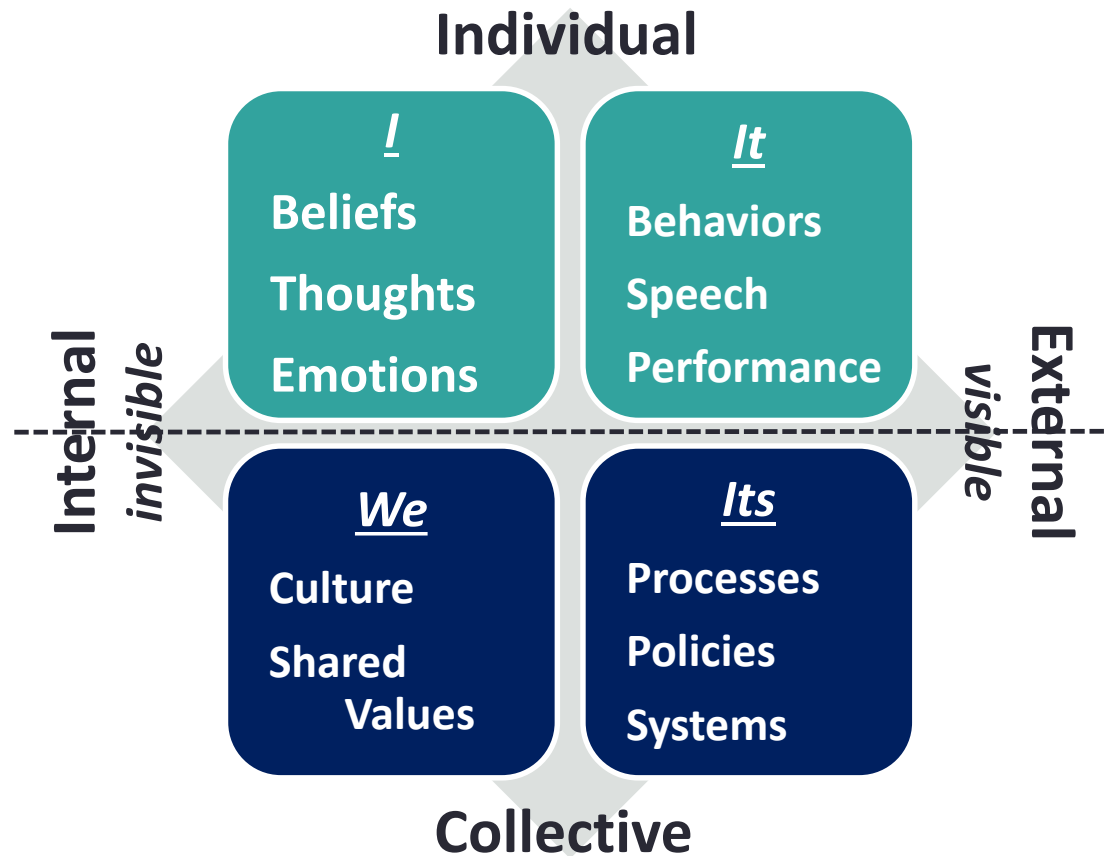


- Session II: Team Leadership: Styles & Techniques

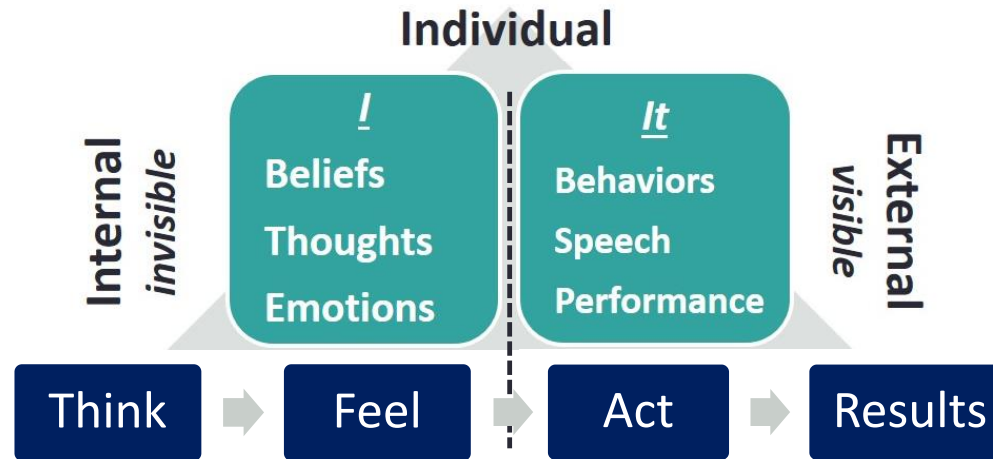


- Session III: Organizational Leadership: Strategies & Frameworks

# An Integral approach for sustainable change



# Individual Leadership Style can develop through:



## Self-Reflection:

Internal Beliefs/Assumptions

*Self-Charter*

## Focus Orientation:

Direction for Action

*FiSBE model*

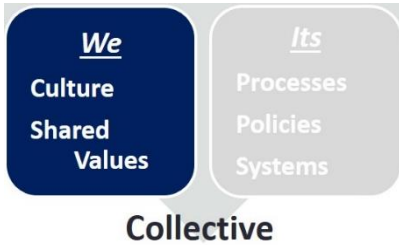
## Feedback:

Assessing Behaviors /  
Performance

*DiSC*

What thoughts & questions show up for you around all of this?





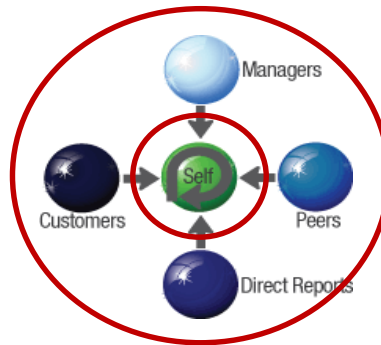
# “We” is a collective process

$$\boxed{\text{Team Awareness}} = \boxed{\text{Awareness of Self}} + \boxed{\text{Awareness of Others}}$$

**Self-Reflection  
Feedback**

**Self-Disclosure**

Mutual Understanding



# Team Awareness Activity:

**Self-Assessment + Self-Disclosure = Group Profile**

YOUR DISC® STYLE & DOT

EVERYTHING DISC

Your Dot Tells a Story

Your DISC Style is: **Si**

Because you have an **i** style, also, you're probably a friendly person who reaches out to connect with your support and energy. You tend to be warm, and you're likely driven by a desire to like and be liked. You're quick to offer a smile, and you make an effort to get to know people personally.

You're probably a person-oriented person who enjoys meeting the needs of other people and offering quality behind the scenes. Furthermore, you want to be helpful, and often have extra time to listen to others' problems. However, you're usually able to balance your own needs as well as offering to accommodate others.

Most likely, you're genuinely interested in other people's lives, and you may spend more time listening than talking. Because you want to connect, you're likely clear to others that their feelings are important to you, and you may even take on more important details about those you work with, such as birthdays or friends about holidays. You tend to be helpful, and you're usually able to balance your own needs as well as offering to accommodate others.

Because you appreciate a calm environment, you may be uncomfortable with rapid, unpredictable change, and you probably ensure that rules and traditions exist for a reason. In addition, you may sometimes hesitate to move ahead with tasks if you're not sure that everyone is on board. However, because you're also willing to go with the flow, you're often able to support those who are more adventurous or change-oriented.

Like others with the **Si** style, you seek the approval of others, and you're concerned about letting people down. As a result, you may struggle with unrealistic expectations, and you probably feel bad if you think someone is disappointed with you. At the same time, you want to know where you have done a good job, and while you probably don't seek public recognition, you do appreciate genuine praise.

Because you tend to be accepting, you may find it difficult to disagree with your colleagues. You're probably not a person who is likely to be confrontational, and you may have found that you can't really argue with people to get your way.

Since you're a team player, you probably find it a bit hard to stand out.

Because of your **i** style, you're likely to be a team player, and you're likely to be a team player. You're likely to be a team player, and you're likely to be a team player. You're likely to be a team player, and you're likely to be a team player.

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What Motivates You?

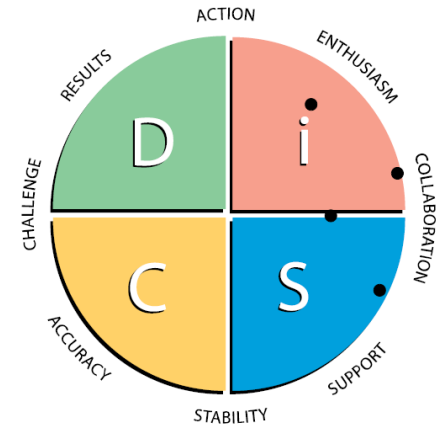
What is Stressful for You?

MOTIVATORS

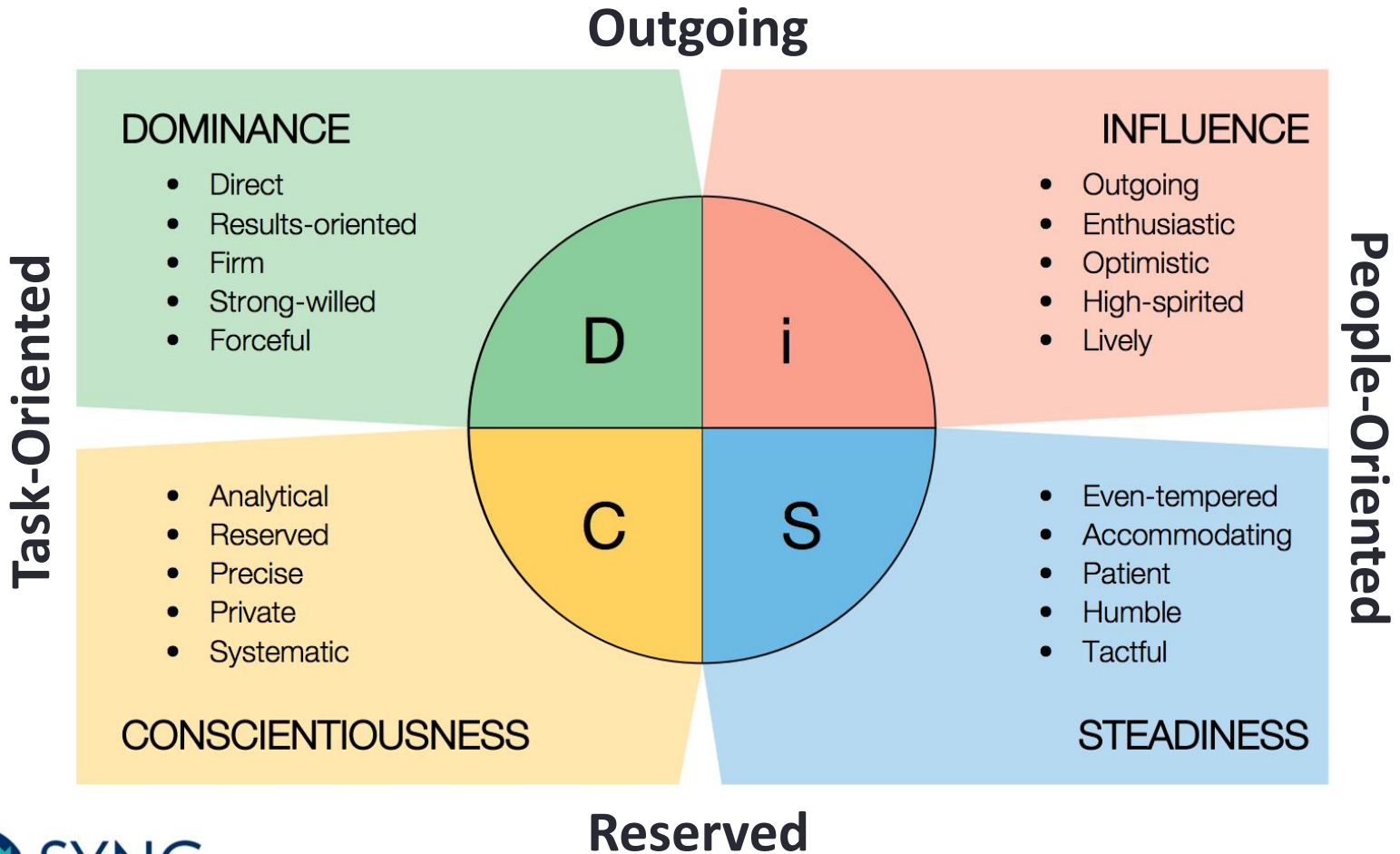
- Collaborating with others
- Being a team player
- Working in a supportive environment
- Being helpful to others
- Being organized
- Being a team player
- Being a team player
- Being a team player

STRESSORS

- Being a team player
- Being a team player
- Being a team player
- Being a team player
- Being a team player
- Being a team player
- Being a team player
- Being a team player



# EVERYTHING DiSC<sup>®</sup> WORKPLACE<sup>®</sup>



# What are other ways you can create Team Awareness in your various teams?

Informal / Formal

Member / Leader

Within / Across  
Units

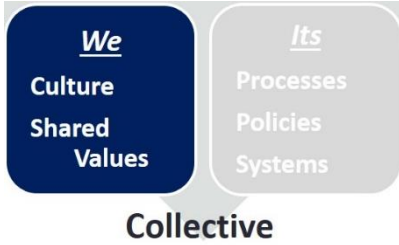


... **“When we feel like we belong to a group and trust those around us, we naturally cooperate to face external threats and challenges.**

**If we lack a sense of belonging, then we’re forced to put time and energy into protecting ourselves from each other.**

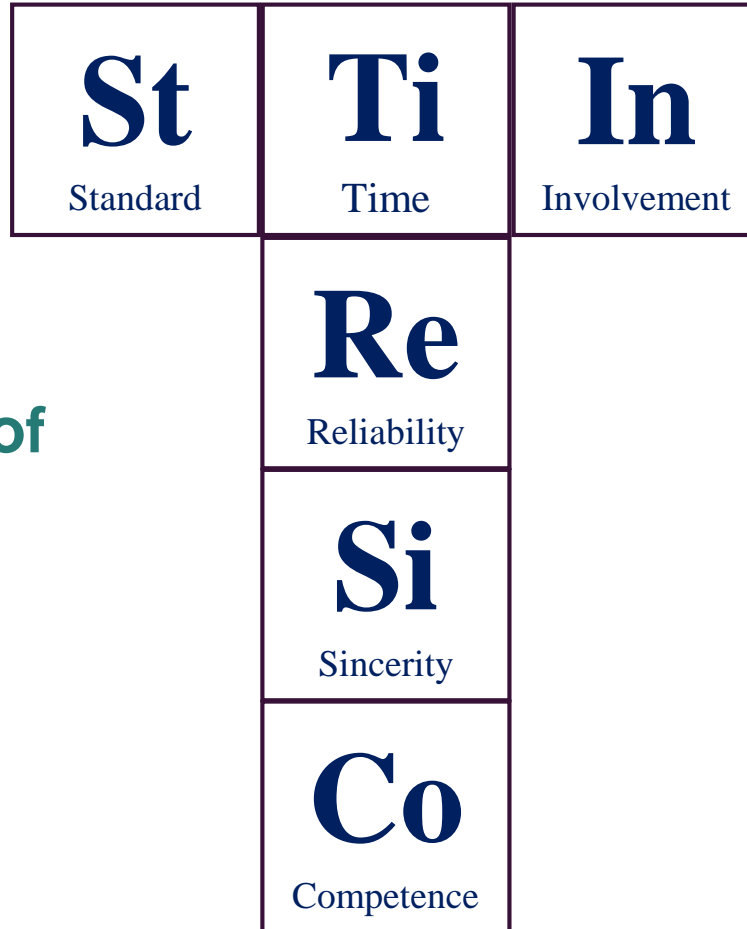
**As a result, we make ourselves more vulnerable to outside threats and less open to potential opportunities.” ....**

*-- excerpt from “Leaders Eat Last”*



# Trust is vital in teams

## 6 Elements of Trust



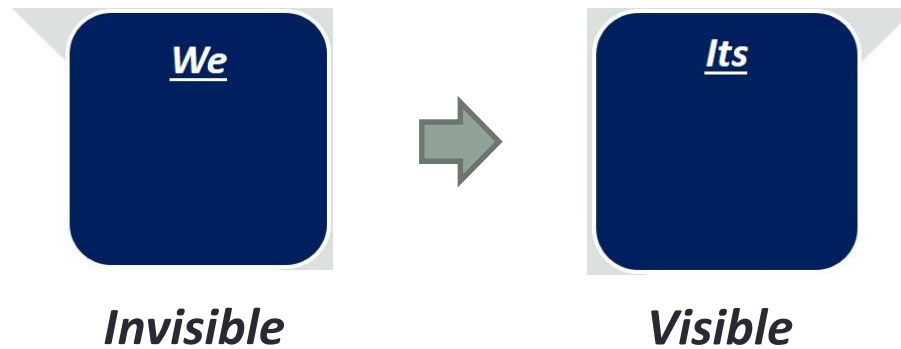
# Trust Activity:

1. Rate Importance of 6 Elements of Trust for you
2. Complete 1<sup>st</sup> half of Trust Worksheet

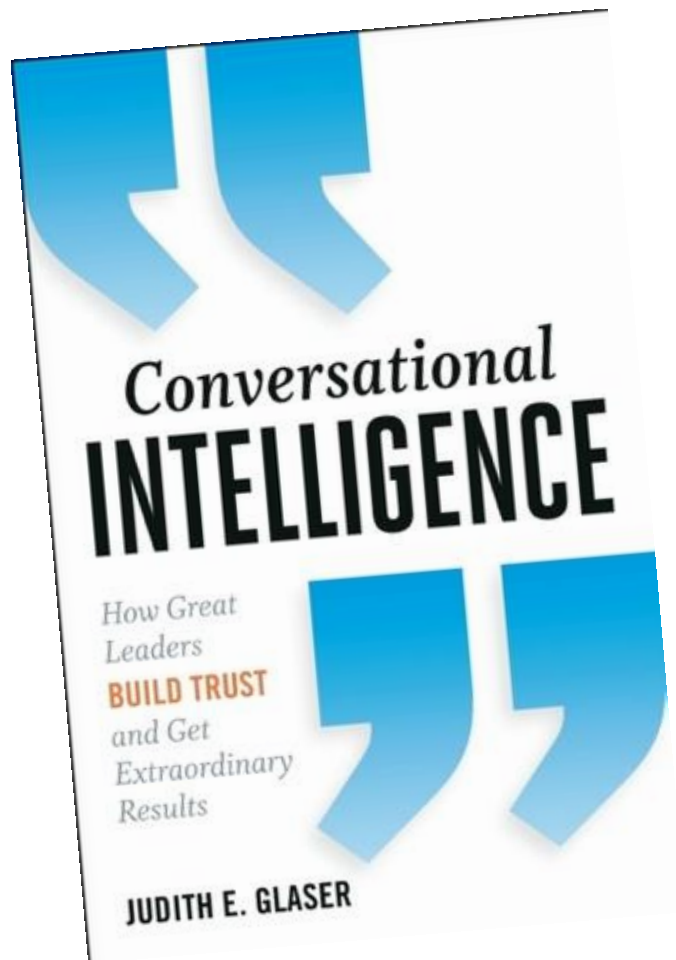


TRUST Worksheet							
<i>On a scale of 1 – 5 (1 = low; 5 = high), list your ratings for team members, manager, etc.</i>							
<b>My Rating of them:</b>							
<i>Element</i>	<b>Importance to Me</b>					<b>High Trust</b>	<b>Low Trust</b>
<b>Competence</b>							
<b>Sincerity</b>							
<b>Reliability</b>							
<b>Time</b>							
<b>Standard</b>							
<b>Involvement</b>							
<i>Total</i>							

# The process to move from “We” → “Its”



Communication



... “our hardwired ability” ....

... “*Conversational Intelligence*™ is the learnable ability to connect, to navigate, and grow with other – a necessity in building healthier and more resilient organizations in the face of change” ...

-- *Glaser & Tartell*

# We can develop effective Team Leadership through:

- **Team Awareness**  
*Self-Disclosure*
- **Trust**  
*Understanding our Elements*
- **Conversational Intelligence**  
*Speech Acts*

# Questions & Feedback?