



Leadership Linkage Grid – OU Physicians Clinic Administration

July 13, 2012

To help us incorporate what we have learned today into our everyday business practices, a “linkage” grid has been provided below. The linkage grid provides a clear, consistent message on the items that need to be communicated to staff and the expectations for our implementation work.

Assignment	Activity	Tools and Validation	Complete By	Completed Yes/No
Communicate Information	<ul style="list-style-type: none"> • As a leader engage your workforce by sharing with your team the content of the LDI. Review how the LDI information was shared with staff and their feedback at the next monthly meeting with your one-up leader. • Copies of the “Spotlight on Excellence” video are available in the Enterprise Support Center to share with staff. 	Presentation from presenter Staff Meeting Minutes Monthly Meeting with One-up Leader	08/10/12 08/24/12	
Making Excellence Stick	<ul style="list-style-type: none"> • Review progress on LEM goals with team. • Complete the “Top 10 questions to ask when we are not getting desired results” tool for results that are not meeting goal. Add action plans to the LEM. • Make needed changes to hardwire tactics in areas of need. • Review the completed “Top 10 questions...” tool and hardwiring efforts with one-up leader. • Provide a copy of the completed “Top 10 questions...” to the Enterprise Support Center @donna-emrick@oushc.edu. 	10 Questions to Ask Tool Monthly Meeting Model Submit completed Top 10 questions tool to ESC	08/10/12 08/24/12 08/24/12	
Breakout Session Assignments	<ul style="list-style-type: none"> • Complete FY 2013 goals in the LEM. Goals should be loaded, weighted, and locked. • Share FY 2013 goals with all clinic staff. Present information from session about tactics to achieve goals. • Develop a 90 day action plan for achieving goals in the LEM. • Share information about the goals of IPC and how it will be implemented with staff. 	LEM goals loaded, weighted and locked 90 action plan in LEM IPC information to staff – documented in staff meeting minutes	07/31/12 07/31/12 08/24/12	
Complete Online Evaluation/Survey	<ul style="list-style-type: none"> • After attending this LDI, you will be emailed a link to the evaluation/survey. Complete evaluation/survey to provide feedback for future Leadership Development Institutes and to receive CME & CEU credit (where applicable). It is expected that 100% of leaders will complete the survey. 	Online Evaluation/Survey	08/10/12	

