

Leadership Linkage Grid – Physician Leaders

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 over the next 60 days.

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 you shared the LDI information with your team and their feedback at the next monthly meeting with your one-up leader. Copies of the “Spotlight on Excellence” videos 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...” tool 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"> Conduct rounding on physicians in your area of responsibility monthly Review with one-up leader information learned through rounding along with completed rounding log form Complete 3 Thank You notes per month for staff and/or physicians to reinforce positive behaviors 	Completed rounding logs Monthly Meeting Model Completed Thank You Notes	08/10/12 08/17/12 Monthly	
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	