

# Team Goals and Working Principles



## PSP Team Based Care Learning Series

Session: TBC Practice Approach  
Tool: Team Goals and Working Principles  
Deliverable: Create goals and working principles for the team

**Activity Description:** Team members reaffirm collaborative leadership priorities and the Team Charter, and consider how to prevent, identify and address potential conflict using these as guiding principles.

### Tools:

This activity builds on the below tools completed as part of earlier TBC SGLS sessions.

- Team Charter (Team Functioning)
  - Conflict Diagnostic (Interprofessional Conflict Management)
  - Collaborative Leadership Priorities (Collaborative Leadership)
1. Review your team’s collaboration priorities. Are these still relevant? How have they changed?
  2. Please revise if needed and re-confirm your collaboration priorities here.

Collaborative Leadership Priorities

# TBC Practice Approach



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3. Review your Team Charter. Discuss as a team, make any edits you would like, and have all team members sign it.
4. From your Conflict Diagnostic Tool, insert key areas of potential conflict in the table below.
5. Given your Collaborative Leadership Priorities and your Team Charter, describe how you want to prevent, identify and address these.
6. Your priorities in this area may change; consider doing this activity again in 6 months to support working through other areas of potential conflict.

Area of potential conflict	How can we prevent conflict in this area?	If conflict occurs, how will we identify and bring it up?	If conflict occurs, how will we address it?
New team members	Provide orientation to new team members.	Team meetings- check in around any issues arising as team members get to know one another and their work styles.	Identify issue of conflict at team meeting and agree on mitigation strategy. Incorporate information regarding agreed workflow in daily huddle.

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Bring these completed tools:

### Team Charter

*From session: Team Functioning*

### Conflict Diagnostic

*From session: Interprofessional Conflict Management*

### Collaborative Leadership Priorities

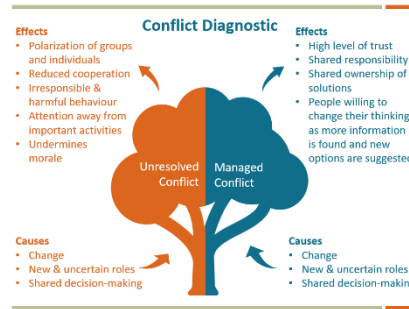
*From session: Collaborative Leadership*

#### Team Charter

Team-Based Care Content

Session: Team Functioning  
 Resource: Team Charter  
 Activity: Create mutually-agreed principles the team will use to work together

<b>Respect</b>	<b>Trust</b>
[How will you ensure a respectful environment within your team?]	[What is most important within your team to maintain a strong sense of trust?]
<b>Knowledge Sharing</b>	<b>Shared Leadership</b>
[What are the basic commitments you make to each other about how you will communicate and share knowledge within the team?]	[How will you create a culture of empowerment? How will you define the limits of decision-making?]
<b>Signed:</b>	
[Have all team members sign to create a sense of commitment and accountability]	



#### Collaborative Leadership

Team-Based Care Content

Session: Collaborative Leadership  
 Resource: Collaborative Leadership Priorities  
 Activity: Determine collaborative leadership priorities

**Activity Description:** Team members will brainstorm and prioritize the objectives for collaborative leadership.

1. Write down three or four collaborative leadership objectives you have for your team. Identify the benefits and barriers to each.
2. Prioritize your objectives.

Objective	Benefit to practice	Known barriers/feasibility	Priority level
Building trust	Increased confidence in sharing patient care	Lack of knowledge of scope of A/P	1