

Building Effective Dyad Teams: A Shared Path to Strategic Growth

Challenges to physician engagement continue to intensify for many healthcare organizations. Tiller-Hewitt's professional facilitation enabled this "physician-led, professionally managed" medical group located in the Southwest to meaningfully involve physicians and administrators in establishing shared mission, vision, values and strategy. Together, they are accomplishing actionable, growth-oriented goals.

What is a **DYAD TEAM?**

/'dīad/

dy·ad Face-to-face verbal communication between two people involving their mutual ideas, thought, behavior and ideals.



Three-Stage Process

Laser Focus Ensures All Voices Are Heard & Strategies Drive Outcomes

DISCOVERY

Survey for objective input from physicians, leaders and staff

TEAM BUILDING

Essential groundwork for effective communication

STRATEGIC PLANNING

Accountability for reporting progress and solving barriers

MISSION

VISION

VALUES

ACTIONABLE GOALS FOR GROWTH

- Launch an Effective Onboarding Program
- Improve Staff/Manager Hiring & Training Processes
- Increase Timeliness/Relevance of Internal Communication

- Physician Leader

- Build Seamless Referral Management Process
- Empower staff
- Create New Brand Identity

"This engagement process enabled us to move forward both rapidly and strategically."

39%

175 PHYSICIANS OVER 35 MEDICAL SPECIALTIES

Engagement Among Physicians is Very Low



Source: Athenahealth/EPOCRATES, 2016

LANDSCAPE: The Disconnect

This is what I believe.

This is what I THINK you believe.







Hospital executives' perception of the involvement of physicians in clinical policy decision-making is at 80%, while physicians rate it at 39%, a 41 point gap.

80%



41 POINT GAP

"The members of our medical group are now more fully aligned as partners in growth."

- Physician Practices Administrator