

## Working in Teams, Unit 11a

Positioning for High Performance  
Teaming: Challenges and Opportunities  
for Teams in the HIT Environment

This material was developed by Johns Hopkins University, funded by the Department of Health and Human Services, Office of the National Coordinator for Health Information Technology under Award Number H240C000013.

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## Unit Objectives

**At the end of this unit, the learner will be able to:**

- Develop a working knowledge of high performance.
- Identify key criteria for high performance teaming.
- Propose a team structure that enables high performance.

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## White Heat



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## High Performance

Not a destination, but a goal to experience

Preparation is key

Arrival is not permanent

Your stay can be extended

Much more is known today

Push the limits on team effectiveness

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## Team Process Effectiveness Criteria

Greater number of ideas
More information considered
Higher quality of decisions
Higher acceptance rate of decisions
Higher motivation and performance levels
Offset personal biases and blind spots
More apt to be creative

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## High Performance Teams

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## Building a High Performance Team – 5 Simple Steps

1. Master your own destiny
2. Put your eggs in one basket
3. If you don't know it's broken, how can you fix it?
4. Proper practice prevents poor performance
5. A stitch in time

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## Master your own destiny



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## Put Your Eggs in One Basket



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If you don't know it's broken, how can you fix it?



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Proper Practice Prevents Poor Performance



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A Stitch in Time



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## Activity I : Building a High Performance Team

Now that you have reviewed these Five Simple Steps for building a high performance team, develop a plan to put these steps into action. Be specific with each component as you create a case for developing a new team. You pick the mission and plan the development of a team that could reach high performance standards.

What steps are easiest for you? Why? Which ones are most difficult? Why?

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## Nurturing a High Performance Team

Organizational Structure

Individual Member Contribution

Team Processes

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