

“Don’t get eaten by the Shark”

**Practical Strategies
for effective teamwork
within an
IRF Setting**



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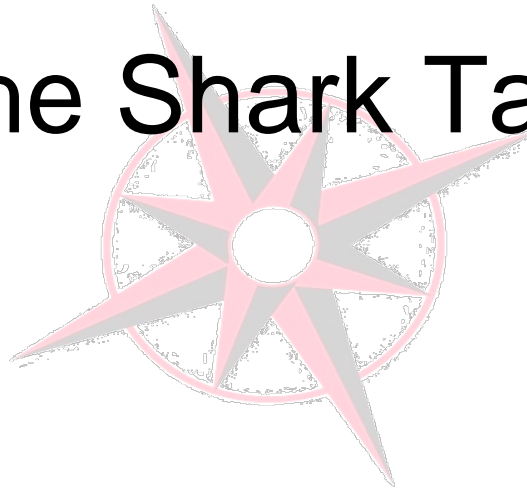
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“The Shark Tale”



Goals

What I will Review....

- Definition of Team Work
- Elements of effective Team Work
- Identification of 'Opportunities'
- Strategies to address 'Opportunities'



Don't get eaten
by the Shark.....

Identify the 'Sharks'

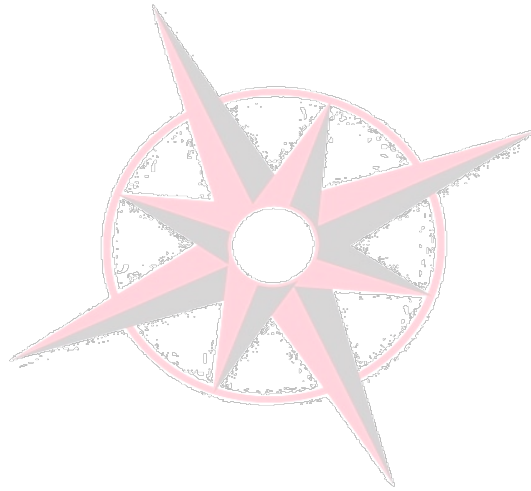


Identify the 'Sharks'

Fins

Shadows

Seasons



Fins

Data Changes

Decreased outcomes

Inadequate documentation compliance

Lower than expected productivity

Lower than expected satisfaction

- Patients
- Staff



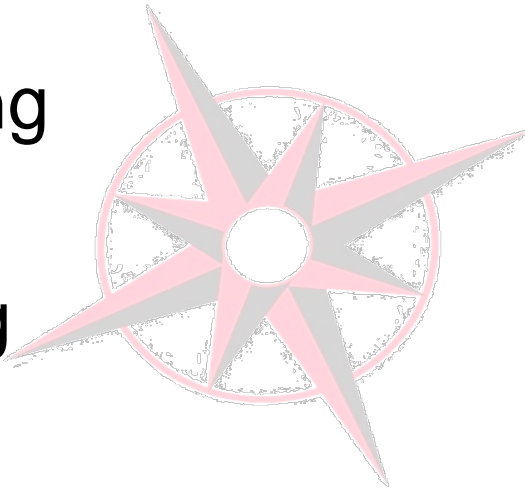
Shadows

Process Changes

- Team Meeting

- Staff meeting

- Morning Stand Up



Seasons

Staff Changes

- Leadership
- Physician/Medical Director
- Nurses
- Therapists



How to Stay Safe



Don't get eaten
by the Shark.....

What is the best Shark repellent
for an IRF?



Effective Team Work



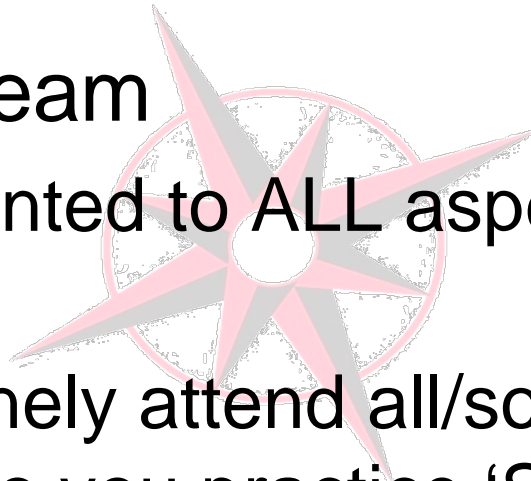
Effective Team Work

- Commitment to shared goals
- Clearly defined Roles & Responsibilities
- Clear Communication systems
- Established ground rules



Staying Safe

- Watch for Fins, Shadows and be mindful of the Seasons
- Know Your Team
 - Are they oriented to ALL aspects of the program?
 - Do you routinely attend all/some of their meetings? Do you practice 'Silo' meetings?
 - What is your style of Leadership?



Staying Safe

- Watch for Fins, Shadows and be mindful of the Seasons



Staying Safe

Know Your Team

– Are they oriented to ALL aspects of the program?

- Policies & Procedures
- Exemption Criteria
- IRF-PAI
- FIM
- CMG vs. DRG



Staying Safe

- Know Your Team

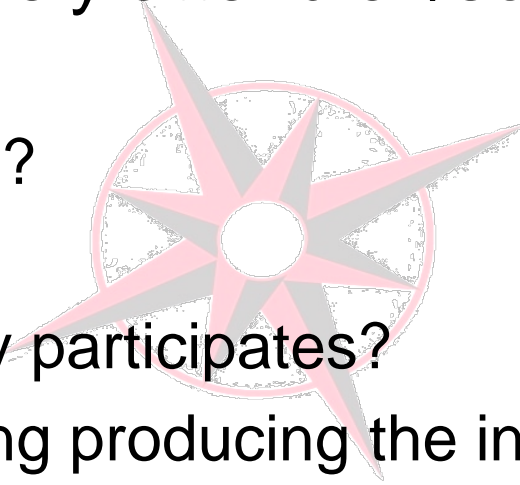
- Do you routinely attend all/some of their meetings?

- Who speaks?

- Who leads?

- Who actively participates?

- Is the meeting producing the intended outcome?



Staying Safe

- Know Your Team

Do you practice

Active Listening?

Non Blaming posture?

Collaborative approach?



Shark Repellant

- Evaluate the Teams Effectiveness
- Identify Opportunities
- Assess Skill Sets
- Plan the fix



Thank You



Enjoy New Orleans

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