Setting Your Team Up for Success Without You

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I have no financial interest in this presentation.

Why Not?

- “No one can.”
- “No one wants to.”
- “It won’t be done my way.”
- “No one will listen to anyone but me.”
- “What if I lose respect?”
- Ego

Why Mentor Your Team?

- Issues when you leave
- Issues when you get back!
- Prepare for the future
- Better, more productive team all the time

Team Building

- Leadership team- supervisors, second in command, etc.
- Training team- skills training, procedural training
- Advanced User team- electronic Health records/ practice management training
- Interviewing team- partners for interviews

Important Factors

- Shared goal (mission statement)
- Shared values (core values)
- Predictability as a manager
- People should know what you know (within reason and when pertinent)
Mentor Your Team

- Set up regular meetings: review procedures, protocols, policies
- Review goals, progress, etc.: keep them in the loop, keep you in the loop
- Be sure to bring in outside experts: third party credibility, specialists
- Webinars, etc.: Use these to teach/coach
- Communicate, communicate, communicate: make sure to stay in touch frequently with your team

Rewards:

- You can be 1 person
- Your team has the support they need when they need it
- Employees feel included and valued: Trainers/Experts
- Whole team feels more involved
- Republic not a dictatorship
- Everyone has great skills and you get to utilize them to take the pressure off of you

Questions?

Thank you!

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