



# High Performance Teams Trust, Collaboration and Relationships

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## Thought Provoking Questions

- If you could have only one superpower, what would it be?
- Describe yourself in 5 words or less.
- If you could give every person a gift in the world, but it would have to be the same gift, what would that gift be?
- If you could set one rule for the family that we all have to follow, what would it be?
- What have you learned in life that you feel will be the most useful?
- If you could change anything in the world, what 3 things would it be and why?
- If you could eat dinner with 3 people you don't know, who would it be and where would you go?
- What are 3 things are you grateful for in your life and why?
- What are 3 small victories that you've had the last few days that you're proud of?
- What do you feel are the most important things to living a great life?
- If we lost everything, we owned today but could keep 3 things, what would you pick and why?
- Think of the worst thing that's happened to you... what did you learn from it?
- If you could travel back in time 3 years, what advice would you give yourself?
- How would you change the world if you could?
- If you could make one rule that everyone in the world had to follow, what would it be?
- If you had enough money that you never had to work, what would you do with your time?
- If you were told you would live forever, what would you change about your life?
- What's one thing you did in the last 24 hours to make someone's life better?
- What's had the greatest impact on your life, good or bad, and why?

# Collective Intelligence – Skills for Leading Teams





# Listening with humility

- So many times, we listen only to wait our turn to speak or to catch someone in a mistake. Listening is not a weapon but a powerful tool for real learning. Listening well, with genuine humility, enhances our capacity for innovation and drives collaboration.



# Asking good and curious questions

- Good questions are not “gotcha” or test questions, they are curious questions driven by an authentic interest to learn because you genuinely want to hear the answer. Asking good questions unleashes new ideas by surfacing the hidden insights of others.

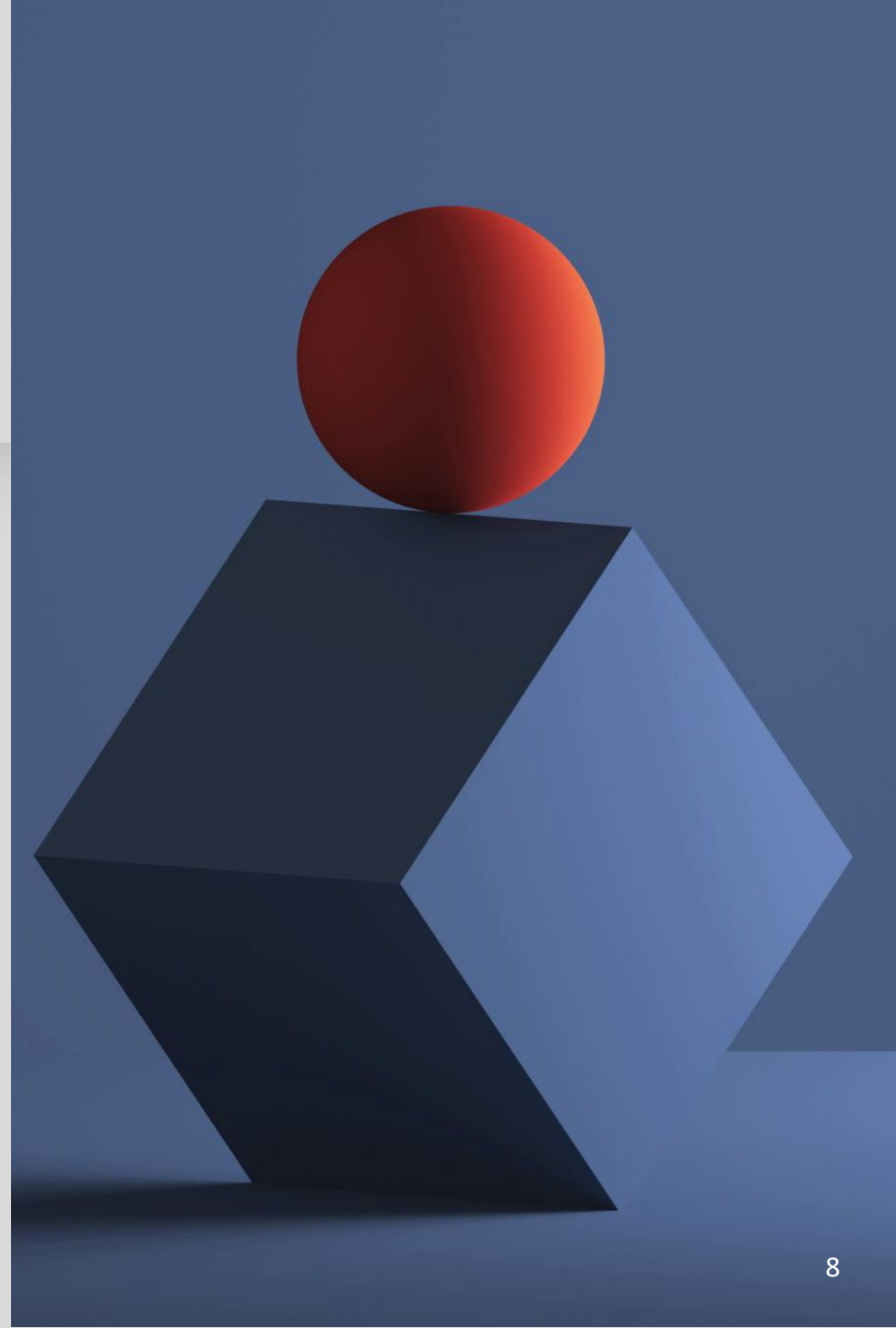


# Challenging strongly held assumptions

- We all navigate the world with a set of beliefs and understandings born of our education, upbringing, and experience. But we become entrenched when we see the world only through the things we already know. By challenging our assumptions and suspending our “known truths,” we open our minds to others’ points of view and expand our mental models.

# Disagreeing with respect and without retribution

- In the healthiest and most productive organizations, people feel empowered to speak up and offer alternative points of view. Positive disagreement is the bedrock of learning that cannot happen without psychological safety, grounded in trust and mutual regard.







# Widening the circle of empathy

- Science confirms that despite our best intentions, we are most empathetic with people we already know or who look and feel like us. It's much harder to be open to those we dislike or with whom we fundamentally disagree. By deepening our relationships and expanding our understanding, we widen the circle of empathy and naturally expand inclusion and belonging.

Teamwork &  
Employee  
Experience

Innovation &  
Agility



Process &  
Precision

Results &  
Discipline

**Team Members**



# What is a High-Performance Team?

A group of people who share a common vision, goals, metrics and who collaborate, challenge and hold each other accountable to achieve outstanding results creating a bond beyond the team's life



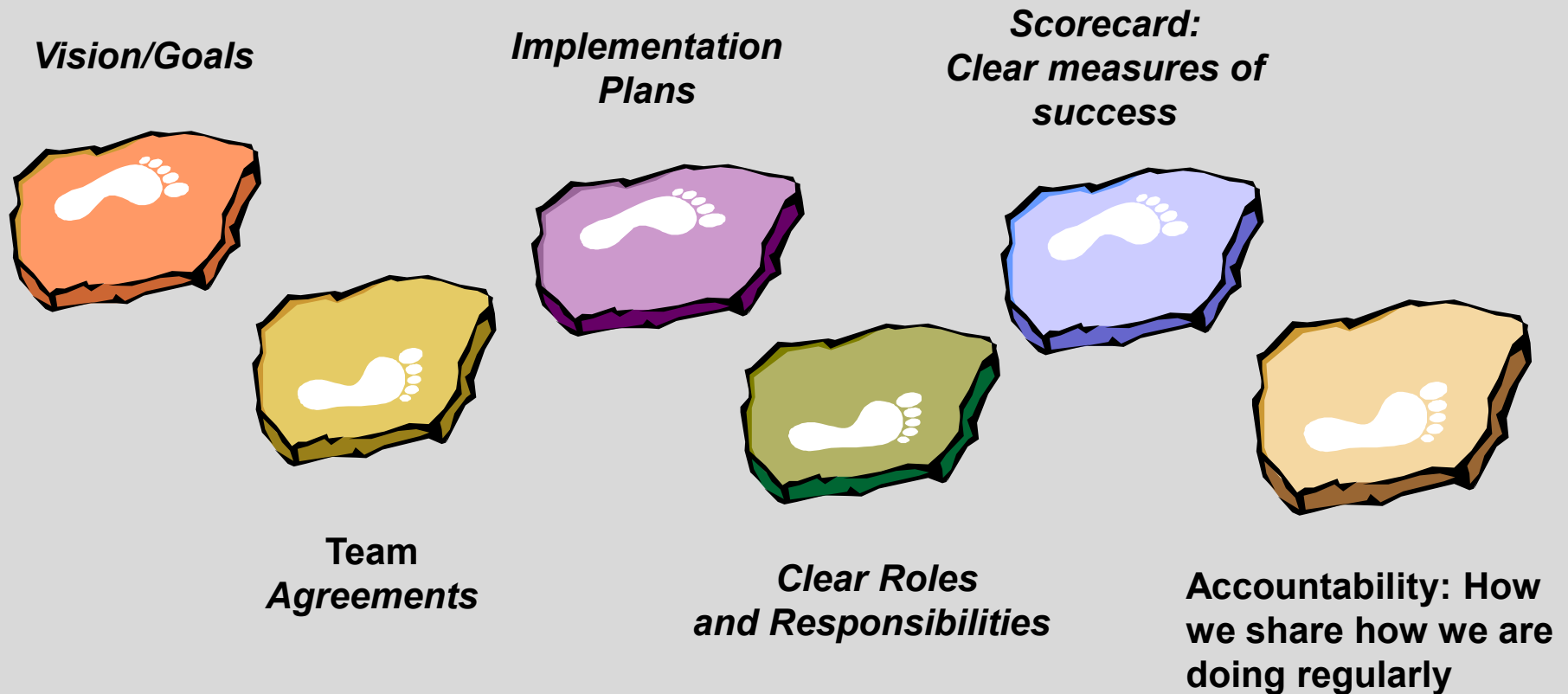
# Trust and Making Connections



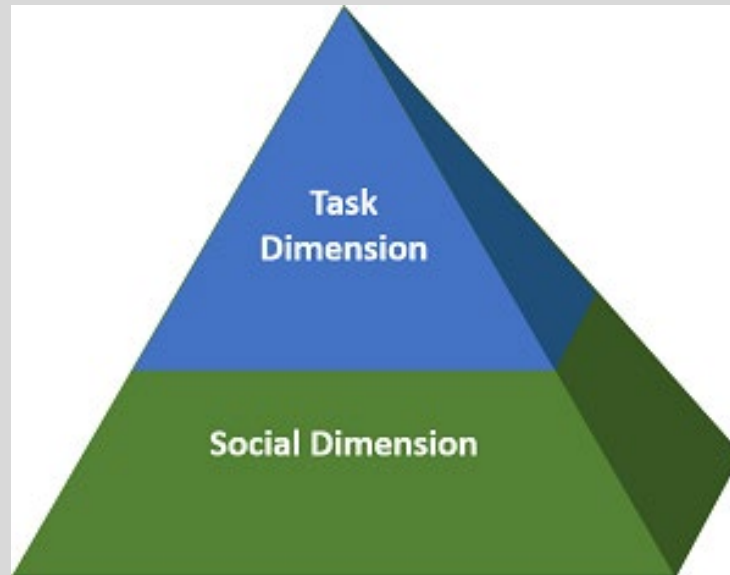
# Five Dysfunctions of a Teams



# Stepping stones to Team Effectiveness



# Two Dimensions of Teams



# Social Connections



MAKE EYE CONTACT,  
GREET EACH OTHER, USE  
UNIVERSAL MANNERS.



PRACTICE KINDNESS  
INTENTIONALLY AT LEAST  
4 TIMES A DAY.



BREAK BREAD TOGETHER.



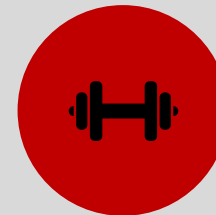
VERBALIZE GRATITUDE.



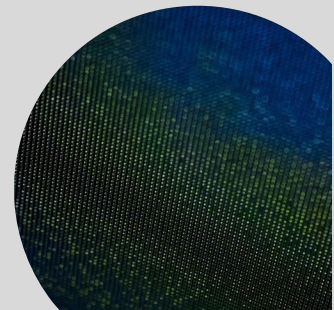
MANAGE STRESS IN THE  
OFFICE.



SHARE AND HELP EACH  
OTHER.



JUMP IN THE "BALL PIT"  
AND TEAM BUILD  
REGULARLY.







SOULPANCAKE



# Task Connections

