

Unlocking Team Potential


























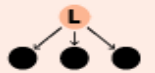
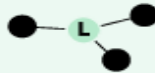

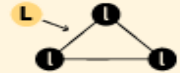

Investing In Our Most Valuable Resource

Tim Chitwood, IU Health – Riley Children’s Health, Facilities Supervisor

Presenters: Andrew Gorman, IU Health – Riley Children’s Health, Facilities Support Operations Director







Diego Gomes, IU Health – Riley Children’s Health, Facilities Maintenance Tech Team Lead

How do we maximize the strength of our teams?

Category	Builders Born: 1925-1945	Baby Boomers Born: 1946-1964	Generation X Born: 1965-1979	Generation Y Born: 1980-1994	Generation Z Born: 1995-2009	Gen Alpha Born: 2010-2024
Slang terms	 We prefer proper English if you please	 Be cool Peace Groovy Way out	 Dude Ace Rad As if Wicked	 Bling Funky Doh Foshizz Whassup?	 Fam GOAT Slay Yass queen	 lit yeet hundo oof rn tdr
Social markers	World War II 1939-1945	Moon landing 1969	Stock market crash 1987	September 11 2001	GFC 2008	COVID-19 2020
Iconic cars	 Model T Ford Final, 1927	 Ford Mustang 1964	 Holden Commodore 1978	 Toyota Prius 1997	 Tesla Model S 2012	 Autonomous vehicles 2020s
Iconic toys	 Roller skates	 Frisbee	 Rubix cube	 BMX bike	 Folding scooter	 Fidget spinner
Music devices	 Record player LP, 1948	 Audio cassette 1962	 Walkman 1979	 iPod 2001	 Spotify 2008	 Smart speakers Now
Leadership style	 Controlling	 Directing	 Coordinating	 Guiding	 Empowering	 Inspiring
Ideal leader	Commander	Thinker	Doer	Supporter	Collaborator	Co-creator
Learning style	Formal	Structured	Participative	Interactive	Multi-modal	Virtual
Influence Advice	Officials	Experts	Practitioners	Peers	Forums	Chatbots
Marketing	Print (traditional)	Broadcast (mass)	Direct (targeted)	Online (linked)	Digital (social)	In situ (real-time)

Work Force
 Projections*:

2025: 12%	2035: 21%	2035: 29%	2035: 31%	2035: 19%
2025: 27%	2025: 34%	2025: 27%		

Category	Builders Born: 1925-1945	Boomers Born: 1946-1964	Gen X Born: 1965-1979	Gen Y Born: 1980-1994	Gen Z Born: 1995-2009	Gen Alpha Born: 2010-2024
Leadership style	 Controlling	 Directing	 Coordinating	 Guiding	 Empowering	 Inspiring
Ideal leader	Commander	Thinker	Doer	Supporter	Collaborator	Co-creator

Shift from **management** to **coaching**

Strength Based Leadership

“Organizations who make strategic investment in employee development are 2x more likely to retain their employees and report 11% greater profitability.” -
Gallup



Name Your Unique Strengths



Lean Into Your Weaknesses



Help Team Members Identify Their Strengths



Help Team Members Know Others' Strengths



Start With Why

“Working hard for something we do not care about is called stress, working hard for something we love is called passion.” - Simon Sinek, *Start With Why*



Start With Why

1

Connect to
individual
purpose

2

Develop a
“Rally Cry”

3

Connect to
Vision