

Cultivating High-Functioning Teams in the New “Workplace”

The American workplace is changed forever. What was best practice three years ago doesn't cut it today.

Hybrid. Remote. In person. Leaders across the nation are struggling to adjust to the three variations on today's workplace – each with its own drawbacks and potential for culture killing. These are:

- » A hybrid model with split teams and weakened collaboration;
- » A permanent all-remote operation needing reorientating and refining; or
- » An in-person team that's hemorrhaging talent from those who wish to be remote.

The common challenge for each? Optimizing the team. How, in today's upended workplace, do you both meet people where they are and be a collaborative, high-performing team with clear expectations, diverse perspectives, valuable capabilities and a strong sense of culture? Because the war for talent is raging, and the cost of recruiting drastically outweighs the investment in retention. Fact is, your team is only as strong as the individuals on it.

We can help.

Our team at Jarrard Inc. is partnering with major health systems across the nation to solve for each model. Incorporating **qualitative** and **quantitative** processes and proven best practices for building high-functioning teams, we work alongside you to build a customized roadmap so your team embraces the new workplace to the benefit of your organization – and its **bottom line**.

Our Work Together

Within 30–60 days, we deliver your bespoke plan, based on your team assessment and our highly interactive workshop.



QUANTITATIVE ASSESSMENT

Using surveys and one-on-one interviews, we'll learn about your:

- » Team structure
- » Team culture and morale today
- » Current work mechanics
- » Use of communications channels



COLLABORATIVE WORKSHOP

In this session with leaders and team members, we explore options and your ideal future state, including:

- » The vision of your optimized team
- » Team standards of behaviors
- » The right structure for your team
- » Smart governance/rules of engagement/channel usage



TEAM OPTIMIZATION ROADMAP

Based on our findings and collaborative workshop, we deliver a customized team optimization roadmap to ensure you're capturing the highest use of the structure you've opted into.

Overarching Results

We know your goal is to retain top talent through meaningful engagement. Through this experience, we move your team from transition mode to thriving in your new workplace structure. The result is your team's ability to synchronize, capitalize on opportunity and accelerate its performance.



Align on behaviors and expectations for working together



Understand team's personality traits and innate leadership styles



Increase collaboration, accountability and performance



Strongly signal your commitment and investment to building your team



Enable team to deliver best work



"The team from Jarrard fit seamlessly into ours, guiding us through in-depth discussions and reflective assessments of our leadership team and values. Our conversations were focused and productive and in line with our mission. The end result was an actionable set of recommendations that fit our organization."

Lauren Collins-Cline
Catholic Medical Center

No Learning Curve

Our team has extensive experience working with healthcare providers of all stripes – from regional hospitals to academic medical centers to national health systems. We know from experience that to successfully move a complex organization through significant change requires aligned leadership, a compelling vision and an actionable strategy to engage physicians, employees and other stakeholders in the journey.

With offices in the healthcare hubs of Nashville and Chicago, Jarrard consultants have worked with more than 600 clients in 45 states and served as a communications advisor on more than \$60 billion in announced M&A and partnership transaction communications. Our firm specializes in M&A, change management, issue navigation and strategic positioning. Jarrard Inc. is a division of The Chartis Group, one of the nation's leading healthcare advisory and analytics firms.

For more information, visit jarrardinc.com or follow us @JarrardInc.



Interested in learning more?

Kim Fox
Partner & Regional Practice Leader
kfox@jarrardinc.com

Lauren McConville
Partner & National Practice Leader
lmconville@jarrardinc.com

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