TOOL
Physicians on Unit Based Teams

PURPOSE

This tool provides information to prepare physicians to guide, support, nurture and sustain highly effective Unit Based Teams.

When to Use
When starting a new UBT or when adding a new physician co-lead.

Who Uses
Physician co-leads.

How to Use
Review this document to ensure new physician co-leads understand their role, the role of the UBT, and the skills they need to co-lead a UBT successfully.

Why should physicians embrace unit-based teams?
Here are some answers to important questions about why unit-based teams are important to Kaiser Permanente physicians.

Why should frontline physicians actively engage in UBTs?

- It will improve patient care.

- Work days will go better and run more efficiently.

- Their perspective will help make performance improvements.

- As leaders, when physicians model good behavior and project a positive emotional state, other team members will exhibit good behaviors and positive emotional states to the patients — as reported in recent surveys of physicians.

- It is every member of the medical group's responsibility as an owner to build a sustainable, high quality practice wherever they are contributing.

- As the team is more engaged, they support each other more and it becomes a better place to work — a major factor in reducing turnover and absenteeism.

Why should physicians in departments, medical office buildings or work areas participate as partnership co-leads?

Here's why:

- The team looks to the physician to lead. Physicians are already leaders of their teams.

- Physicians' work day will improve when the team functions better.

- By keeping the patient's needs in mind, frontline staff who know the challenges can effectively address flow issues.

- As improvements are made, capacity increases so physicians get more time to do physician work and everyone works up to scope of practice. This is what the 21st century teams described when things were working