

BUILDING COHESIVE GROUPS

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PROBLEM

When leaders build stronger relationships with some team members, it can create division and mistrust, disrupting collaboration and affecting the quality of care.

How It Happens:

- Focusing on high-performing team members leaves others feeling isolated.
- Unequal support and recognition lead to disengagement.
- Communication gaps cause misunderstandings.
- Lack of clear expectations creates confusion and undervaluation.

SOLUTION

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To create a unified team, leaders should engage with all members equally, fostering trust and collaboration.

How to Achieve This:

- Build individual connections with each team member.
- Provide equal support, recognition, and feedback.
- Encourage open communication and transparency.
- Set clear expectations and promote shared goals.