



UBT CO-SPONSORS ARE NEEDED

Are you looking for a way to engage your frontline staff in solving some of their biggest challenges?

A UBT (Unit Based Team) is a vehicle for process improvement and leadership development:

It Is a Department-level Improvement System

co-sponsored by: • an AVP / Senior Director *and* SHARE organizer

co-led by: • a manager *and* frontline caregiver

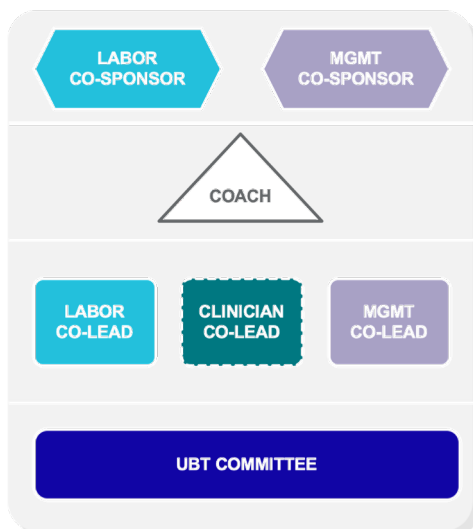
supported by: • a UBT Coach

A UBT...

- **Works** on 2-3 issues at a time
- **Makes** decisions by consensus
- **Uses** interest-based problem-solving methods and lean principles

With ongoing training a UBT...

- **Advances** through 5 levels of change management skill
- **Increases** the impact and value of its process improvements



The **GOAL** of a UBT is to improve how caregivers *feel* at work by engaging them at a deep level in measurably *improving the work itself*.

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The **STRUCTURE** of a UBT makes it easier to work through *hard* things and solve *big* problems, but in a way that...

Builds team capacity for action, reflection, leadership

Refreshes manager and union rep roles

Combats pervasive hierarchies

Strengthens psychological safety

ROLE of a co-sponsor:

- Guide the completion of the UBT charter
- Attend some UBT meetings
- Ensure UBT aligns its projects with high-value goals
- Review improvement metrics, tests of change, and project progress
- Support co-leads
- Help remove or overcome barriers
- Model working in partnership through collaboration
- Use the online **UBT Path to Performance** tool to help UBT members pursue training and build team capacity
- Provide recognition
- Increase visibility of UBT achievements to senior leaders

- ✓ UMMH is dramatically expanding the number of UBTs in 2022
- ✓ Co-sponsors are needed to help launch new ones in multiple departments

WILL YOU HELP US RISE to the CHALLENGE?



The **Partnership Office**
Jointly funded and accountable to both **UMMH** and **SHARE**

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