



UBT MANAGEMENT CO-LEADS 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

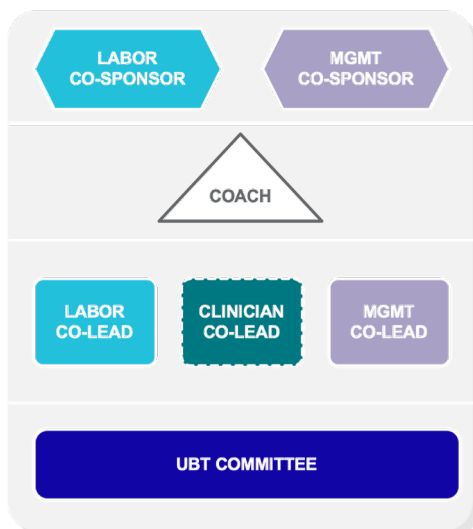
supported by: • a UBT Coach

The 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

The **ROLE** of the management co-lead:

- Help complete the UBT charter
- Co-lead scheduled UBT meetings
- Model working in partnership with your labor co-lead
- Get trained on Lean principles, collaboration, and facilitation
- Help the UBT align projects with high value goals
- Understand your department's metrics, business strategy, and goals
- Co-develop improvement metrics and tests of change
- Monitor project progress
- Communicate regularly with co-sponsors
- Use the online **UBT Path to Performance** tool to help members pursue training and build team capacity

- ✓ UMMH is dramatically expanding the number of UBTs in 2022
- ✓ Management co-leads 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**

COACH
William Erickson
617-999-5894
William.Erickson@umassmemorial.org

COORDINATOR
Stephanie Pepi
774-366-6546
Stephanie.Pepi@umassmemorial.org