




Recruit. Select. Train.

Cultivating the Dream Team

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Director

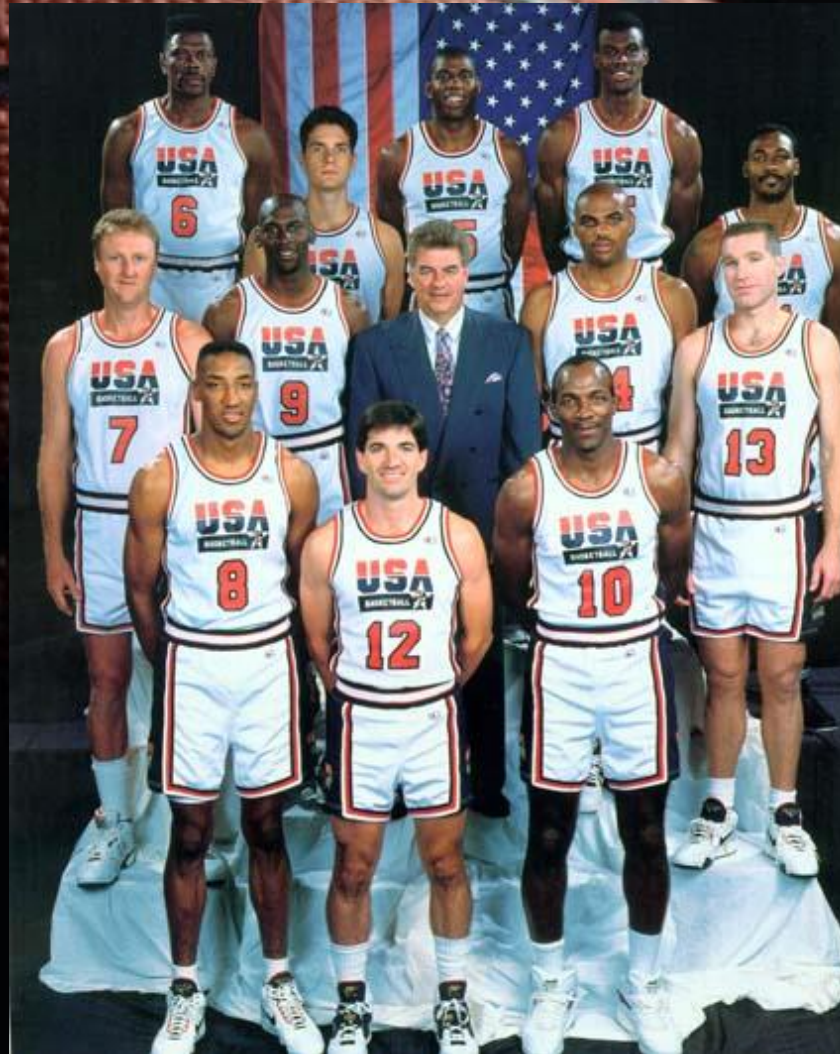
*Employee Wellness, Worklife & Fitness
at Piedmont Healthcare, MFA Chair Elect*



Coming together is a beginning. Keeping together is progress. Working together is success.

- Henry Ford

The 1992 Olympic Dream Team





Build for your team a feeling of oneness, of dependence on one another and of strength to be derived by unity.

- **Vince Lombardi**



Game Plan Drills

- 1) Define your team.
- 2) Use the right play book.
- 3) Match the player to the position.
- 4) Turn the B Team into the A Team.
- 5) Learn to release a player.
- 6) Recognize and celebrate greatness so it speaks to your champions.

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Baldwin



"It's not enough to just show up. You have to have a business plan."

Define Your Team



- Identify the culture of your facility.
- What keeps you in business?
- What sets you apart from your competitors?

Use the right play book.

- Design your play book to support the culture and success of your business.
 - It's not what you want, it is what is best for the success of the team.
 - Be sure you understand what you are playing for and why.
- Have your expectations clearly defined to communicate to the team.
- Reinforce your expectations during weekly meetings or daily huddles.

Select the right player for the right position.

- Learn how to tap into the talents that reside in each of your current team members.
- Use behavioral interviewing when selecting new team members.
 - Design the interview based on the job description and your facility needs.
 - The best predictor of future performance is past performance.
 - Make sure there is sufficient overlap between what a person likes and what is available in the job to keep him or her satisfied.

Turn the B team into the A team.

- Capitalize and develop the talents and the expectations.
- Invest in good character and good behaviors.
- Offer growth opportunities through educational programming.
- Mentor and Coach daily.
 - Use specific examples for improvement opportunities.

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BALDWIN



"I'm glad to hear you're finally fitting in."



Learn to release a player.

- Keep records.
- Keep to the facts.
- Keep your HR team informed.
- When expectations are not met, learn how to let go.



It is amazing how much people get done if they do not worry about who gets the credit.

- Swahili proverb



Recognize and celebrate greatness
so it speaks to your champions.

- Determine what your team needs to feel appreciated and do it often.
 - Manage Up.
 - Make certain your leaders know what you know about all the good that is being done and who is doing it.
 - Picture wall.

Medical Director/Physician's Advisory Board

- Who do you need?
- How often should you meet?
- What is a good meeting template?

Preferred Resources

**MFA's Standards & Guidelines for Medical Fitness Center
Facilities, 2nd
Edition**

MFA's Benchmarks for Success 2014

MFA's Planning and Resource Guide, 4th Edition

**ACSM's Health/Fitness Facility Standards and Guidelines
(4th Edition)**

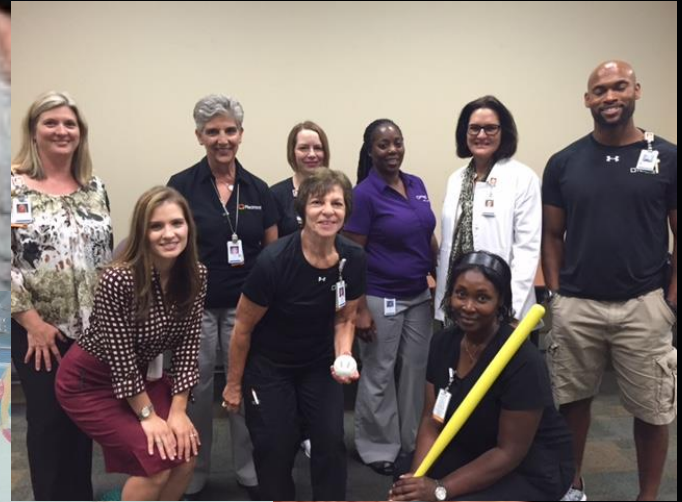
www.medicalfitness.org

www.Studergroup.com

www.theenergybus.com

www.leadstar.com

Any Questions?





Thank You!

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