

DYAD LEADERSHIP PROGRAM

Overview and Program Description

Many healthcare organizations are structured in a dyad leadership model, pairing a clinical and operational leader together to run an organizational unit. The effectiveness of the dyad directly impacts the effectiveness of the organizational unit they lead. This leadership program is designed to improve senior leadership dyads through relationship building and defining role clarity and helps participants understand their own motivators, drivers, and natural ways of interacting with others. Understanding the diverse relational and leadership styles of each individual is key to forming mutually beneficial and productive relationships. After going through this program, participants will be able to build stronger relationships with their dyad partner, have meaningful discussions with their dyad partner, and create action plans to improve future dyad and team performance.



SAMPLE COURSE SCHEDULE

Topic	Activities
Introductions & Connections	- What do you love most about your role? - What do you find most challenging?
Components of Successful Dyad Leadership Model	- Common core values (Value Cards) - Willingness to work together towards a common vision (Mission, Vision, Value) - Complementary Competencies (IDI) - Clear transparent communication (IDI & TKI) - Respect (10/10/10 Walk)
Individual Directions Inventory Assessment	Highlight the connection between motivation and behavior, provide a deeper understanding of what drives an individual as well as Dyad Partners.
TKI Conflict Model Assessment	Discover your natural conflict mode and be aware of other conflict modes available. Learn how to choose the appropriate mode for the situation
Action Planning	What actions from the training will you put into practice with your Dyad Partner?
Commitment & Closing	Each participant makes a commitment to their Dyad Partner and the leadership team. Commitment is recorded and emailed to participants afterward for accountability.

PROGRAM OBJECTIVES

- Confirm the importance and power of the Dyad Leadership Model
- Understand your own motivators, drivers, and natural ways of interacting with others using a variety of assessments
- Share styles with your dyad partner and team members and identify ways to work more effectively together
- Surface areas to improve dyad and team relationships
- Build stronger working relationships with dyad partner
- Have meaningful discussions with your dyad partner
- Build action plans to improve future dyad and team performance

