

Close the gap between a manager's skill and the team's engagement.

A 30-day sprint to build huddles where messages land and teams activate.

Built for operationally strong nurse leaders whose engagement results don't reflect their capability. The gap is rarely competence. It's how the message reaches the team.

THE APPROACH

A standardized but flexible huddle structure, with coaching tailored to each leader's style, so staff speak up more, barriers surface earlier, and follow-through becomes visible.

HOW THE 30 DAYS RUN

I Do Observe current huddles and model a signal huddle.	We Do Practice together, coached to each leader's style.	You Do Leaders run their huddles, then debrief and refine.	Sustain Skills leaders carry into every conversation.
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The structure is built to outlast the sprint. Leaders leave with a job aid and a habit they use every day, not a program that ends at day 30.

THE SHIFT IN THE HUDDLE

BEFORE · NOISE An operator who shares information × Rapid-fire information dumps × Staff rarely speak up × Same messages repeated × Issues disappear into a black hole × No visible owner or follow-up × A missed chance to build trust	→	AFTER · SIGNAL A leader who creates understanding ✓ A story-led opening, not a cold start ✓ Open questions that draw staff in ✓ A plain-language why behind every update ✓ A clear owner or next step for barriers ✓ A safe response to misses, focused on learning ✓ 5 to 7 minutes, on track
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WHERE YOU'LL SEE PROGRESS

The huddle WHAT WE TRACK Share of huddles meeting all six signal criteria, from multiple huddle observations. WHAT TO EXPECT By week 4, every leader has led a huddle meeting all six, with a barrier raised and closed on record.	Staff perception WHAT WE TRACK A short staff pulse, before and after: clarity on priorities, feeling heard, seeing follow-through, feeling valued for their judgment, and shared purpose. WHAT TO EXPECT More staff connected to a shared goal. Can be tailored to your survey.	Leader confidence WHAT WE TRACK A leader self-audit, before and after: explaining the why, inviting input, closing the loop, and building relationships with the team. WHAT TO EXPECT Leaders shift from relaying information to activating their teams, with <u>no new meetings</u> .
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Longer term: movement in the engagement, retention, and patient experience results you already track.

Scope: Up to 4 leaders, 1–2 units · About 10–15 minutes/day for the huddle · Virtual-first, onsite available
30 minutes/week of coaching per leader · CNO readout and recommendation at day 30

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