

How to build and sustain successful, cohesive teams of professionals

When strong leadership is present, successful, motivated, dynamic teams will deliver high end service to their consumers. Too often in many aspects of professional, academic and hospital based practice there is a tendency to focus on the end point of delivery of service rather than exploring the critical paths necessary to reach that point. One of the most vital aspects of this delivery is your personnel. How a team is built, sustained, maintained and motivated is a vital aspect of successful organisations. Anna-Louise Bouvier's Physiocise practice has a staff of 19. The staff attrition rate has been less than 10% per annum for the past 15 years. During this time the practice has grown from one patient and one class a week, to over one 100 classes with over 1100 classes per week. Part of the success of that team has been the constant focus on providing strong leadership, inspiration, continuing education, professional challenges, career paths, flexibility, high remuneration commensurate with their professional status, and the building of a culture of intrinsic and extrinsic support both personally and professionally. The presentation gives you the key elements that you can focus on to build your cohesive team, be it in the public or private sector.