

April 17-18, 2024

The Five Functions of High Performing Teams, *Team-Based Training for Health Center Leadership Teams*



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2024 TRAINING

The Five Functions of High Performing Teams, Team-Based Training for Health Center Leadership Teams

Delivery Method: Group, In-Person.

Program Level: Intermediate.

Prerequisites and or Pre Work: None.

Duration of Training: Two Days.

Who Should Attend:

The Five Functions of High Performing Teams is for health center c-suite or equivalent leadership teams to attend together. Teams must be between 3-8 people. Participating teams must include the CEO/Executive Director and at least two other executive level staff.

To register online for this seminar, visit: www.nachc.org and click Trainings & Events. For questions or comments, contact trainings@nachc.org or call (301) 347-0400.

The Five Functions of High Performing Teams training invites health center c-suite teams to learn and practice healthy, effective team behaviors together. Over two days of in-person training, participants will explore a model for organizational teamwork based on the New York Times Bestseller, *The Five Dysfunctions of a Team*, and put learning into action with exercises and real-life decision making. The Five Functions of High Performing Teams offers the chance for leadership to gather outside of their normal workspaces to develop a more cohesive team with fresh perspectives and new strategies and tools. Join NACHC, health center leaders, and subject matter experts for an engaging and practical learning experience.

Learning Objectives

This training will prepare learners to:

- Recognize and adopt the behaviors, expectations, and responsibilities of healthy team dynamics.
- Practice and experiment with new tools for fostering team trust, encouraging productive debate, and making commitments to team decisions.
- Gain strategies for continuing team development after the conclusion of the training.

For further details on the training, please see the [tentative agenda](#).

How to Register:

- Teams must complete an application and be accepted into this program.
- Only one application is required per team.

NACHC staff will respond to the indicated point of contact within two business days of application submission. After the application is accepted, NACHC will send the point of contact registration/payment instructions and the hotel block information. Applications will be accepted on a rolling basis until the course is full (approximately 80 participants) or until the program starts. A waiting list will be developed once the course has reached capacity. Wait listed applicants will be given priority to fill a cancellation spot.

[Apply for The Five Functions of High Performing Team](#)

In-Person Only • April 17-18, 2024

Location: Hilton Garden Inn Atlanta Midtown, 97 10th Street, Atlanta, GA 30309

Travel Information: Upon acceptance to the training, participants are responsible for their own travel arrangements. NACHC has reserved a room block at the hosting hotel, Hilton Garden Inn Atlanta Midtown with room rates starting at \$155/night if reserved before March 10, 2024. Training participants will be given the room block details upon acceptance to the training.

Training Pricing Information:

Upon acceptance to the training, every attending team member will register independently.

•Early Bird Registration Fee: \$450/per person

•Regular Registration Fee: \$550/per person

The registration fee includes breakfast, morning coffee break, lunch, and an afternoon snack.

Registration Closing Date: April 10, 2024.

The Five Functions of High Performing Teams

Day 1: Wednesday, April 17, 2024 | Eastern Time

8:30 am - 9:00 am	Breakfast and Check-In
9:00 am - 9:20 am	Opening: Overview of model
9:20 am - 10:00 am	Fostering Trust The foundational characteristic of a healthy, effective team is the presence of trust among team members. This means team members must be willing to ask for help, admit mistakes, and accept input/feedback about their areas of responsibility. This level of openness requires vulnerability and a willingness to challenge the perception that such actions risk individual reputations and/or competitive standing. This session will define the behaviors present in trusting teams and how to begin to foster trust in your team.
10:00 am - 11:00 am	Fostering Trust Exercise
11:00 am - 11:15 am	Break
11:15 am - 12:15 pm	Implicit Bias and Disempowerment of Marginalized Identities Interpersonal relationships within a team can be influenced by societal power dynamics and an individual's implicit biases with detrimental consequences for individual growth and the growth of the team. Ensuring all colleagues are fully enfranchised members of the team requires a lasting commitment to diversity, equity, and inclusion principles.
12:15 pm - 1:15 pm	Lunch
1:15 pm - 1:55 pm	Conflict Management Productive conflict, the ideological debate of ideas or concepts, produces robust decision making in a short amount of time. Yet, many teams avoid this type of conflict over fear of hurting each other or personal politics. Avoiding ideological debate, however, often leads to more tension and encourages back-channel attacks. In this session, we will review the tenants of healthy conflict.
1:55 pm - 2:55 pm	Conflict Management Exercise/Case Activity
2:55 pm - 3:15 pm	Break
3:15 pm - 4:30 pm	Cross-Team Table Exercise
4:30 pm - 5:00 pm	Review of Day/Closing

The Five Functions of High Performing Teams

Day 1: Thursday, April 18, 2024 | Eastern Time

8:00 am - 8:30 am	Breakfast and Check-In
8:30 am - 8:50 am	Opening
8:50 am - 9:30 am	Making Commitments to Decisions A strong team commits to decisions even in the absence of unanimity or certainty. They perceive failure as learning, create clear directions and priorities, and change direction when needed. In this session, we will discuss how to move forward on decisions with buy-in and clarity in the absence of consensus and excessive analysis.
9:30 am - 10:10 am	Making Commitments to Decisions Exercise/Case Activity
10:10 am - 10:30 am	Break
10:30 am - 11:10 am	Accountability Effective teams maintain a culture of excellence in work. To establish this culture, the goals and measures of success must be clearly stated. To maintain this culture, teams must address when members are not performing as expected. This session will review how teams establish behavioral standards and set expectations of how every team member contributes to success.
11:10 am - 12:00 pm	Accountability Exercise/Case Activity
12:00 pm - 1:00 pm	Lunch
1:00 pm - 1:40 pm	Attention to Results A team's success is determined by their ability to achieve collective goals. Instead of individual status as the motivator for actions, the focus is on specific, attainable organizational goals. This session will help define appropriate organizational goals and methods for remaining centered on these goals, while summarizing the concepts covered in this two-day event.
1:40 pm - 1:50 pm	Break
1:50 pm - 3:30 pm	Implementation & Action Planning
3:30 pm - 4:00 pm	Closing

The Five Functions of High Performing Teams

Questions Outlined in Team Application

This training requires an application to ensure that your team is the intended audience for the training. We want to verify that the team is at the c-suite or executive level and consists of at least 3 people.

The application is reproduced below for your reference. Please [complete the application here](#).

Point of Contact Full Name:

Point of Contact Email:

Point of Contact Job Title/Role:

Point of Contact Phone Number:

Organization Name:

Organization City:

Organization State:

Organization Type:

Please list all the members of the team to attend the training. Teams must be between 3 - 8 people. Participating teams must include the CEO/Executive Director and at least two other executive level staff.

Please briefly explain why the team is interested in this training.

Please initial each item to indicate understanding of the requirements of this application:

- All staff identified as participants are aware of their inclusion on this application and agree to be active participants.
- Upon acceptance, registration and payment for every participant will be made within 5 business days.
- The submitting individual acknowledges that upon acceptance, participants (or their organization) are responsible for all travel and accommodation arrangements.

Does anyone on the team have any food allergies or dietary restrictions? If yes, please explain.