



## TOOL

# Physician Leaders on Unit-Based Teams

### PURPOSE

This tool provides information to physicians who are joining a new UBT or joining an existing team. Physicians on UBTs will find information about their role, why they are part of the team, and their responsibilities to the team.

### When to Use

Use this tool when starting a new UBT or when adding new physicians to the team.

### Who Uses

Physicians on UBTs.

### How to Use

Review this document to ensure new physicians joining a UBT understand the following information:

- Why physician leaders should actively sponsor UBTs
- What will be different for physicians as UBT leaders and team members
- What will remain the same for physicians as UBT leaders and members.



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# Physician Leaders on Unit-Based Teams

### Why should physician leaders actively sponsor UBTs?

Here are some reasons why it is important for UBTs to function well:

- A better place to work leads to less turnover, and stable staffing leads to happier physicians and better continuity of care.
- Total panel ownership and management requires a good team.
- The team is the building block in the delivery system.

### What will be different for physicians as UBT leaders and team members?

Here's how physicians will change:

- Physicians will show more leadership.
- They will be expected to seek and use input from the whole team to improve care delivery.
- Physicians will enjoy more support from the team.
- They will think about micro-system improvements much more.
- The team will improve the work flows more.
- Physicians will communicate more clearly and listen attentively, as will the whole team.
- They will share some of the nonclinical decision making.
- They will use some standard improvement methodologies so their successful practices will be more easily communicated to others.
- They will be in a better position to phase in new initiatives.
- It will be easier to try their ideas since they will have a track record of successes with their team.

### What will remain the same for physicians as UBT leaders and members?

This will not change for physicians:

- They ultimately will be responsible for clinical decision making.
- All members of the team care for the patients and members and keep them as healthy as possible.
- Physicians are still the leaders of the clinical team.
- If the team is already high performing, it is likely very little will change.