



CONNECT

CONNECT. COLLABORATE. LEAD.

Learn, Try, Share: The Final Common Pathway

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SIMPLE TRUTHS

- For goals to be achieved, we must do the behaviors that manifest those goals.
- For behaviors to manifest, we must develop those behaviors for **everyone**.
- Human development is not an episode, class, or cohort; it is a cultural attribute of **continuous improvement** to raise the capacity of people to achieve results.

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FINAL COMMON PATHWAY

The skills, behaviors, and actions proven to create results are done consistently and reliably.



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Unlocking the Final Common Pathway



SETTING CONDITIONS FOR CHANGE

Clear Organizational
Intention

Intention Reflects
"What I want to Be Part Of..."

Effective And Continuous
Communication Of Intention

Recruit Influencers And All
Leaders To Communicate

Harvest Stories Of Current
State

Tell Stories Of The Future
State

Tell Your Story

Continuous Human
Development To Bring Your
Future State To Life

Track And Report Progress
with Success Measures

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AN INTENTION SHOULD

- Be communicated again, again, and again by all leaders
- Reflects “what it means to be us...”
- Be deeply connecting to the healing work of healthcare, loaded with purpose
- Cascade across the system so everyone knows and is proud of it



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HUMAN BEHAVIORAL CHANGE **WILL X SKILL**

BIG DRIVERS OF EXECUTION



INTENTION



COMPETENCY

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LEARN.
TRY.
SHARE.



STEP 1: LEARN

“The acquisition of knowledge or skills through experience, study, teaching or being taught...”



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AMPLIFIED EFFECTIVE LEARNING

- Done over time, continuously
 - Small amounts done frequently
 - Nudges and reminders to make it a habit
 - Share what you are learning
- Everyone learning together
 - Teach what you learn to others
 - Exchange ideas with others learning similar skills

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STEP 2: TRY WHAT YOU LEARN

“Knowing is not enough.
We must apply. Willing is
not enough. We must do.”

- Bruce Lee

LEARNING APPLIED... WHAT WE REMEMBER

- 10% of what we read
- 20% of what we hear
- 30% of what we see
- 50% of what we see and hear
- 70% of what we discuss with others
- 80% of what we personally experience
- 95% of what we teach others



- Edgar Dale

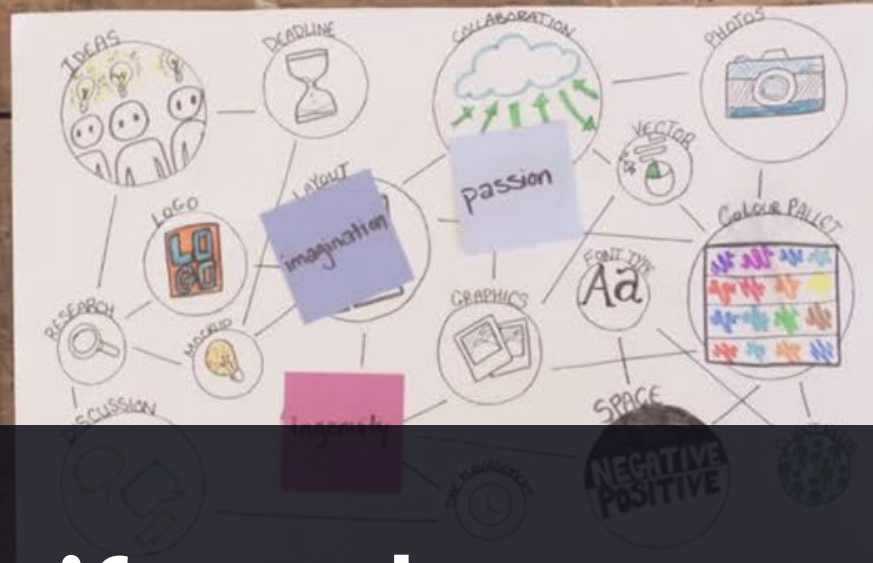
STEP 3: **SHARE** WHAT HAPPENED WHEN

Storytelling exerts powerful influence on our thoughts, attitudes, and behaviors by creating life stories that give our lives meaning and shape our self-identity.



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SHARE Manifested

The sharing of our skill application story can build social connections with colleagues, define our culture, transmit values, and create belonging and purpose for the team.

THREE THINGS TO KNOW...

Developing your people to be their best and ascend in their work is a powerful engagement strategy.

We cannot create accountabilities for results without the tools and development to do the work effectively.

For our intention to manifest, we must develop and apply the behaviors and skills that reflect the intention.

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FINAL TAKE HOMES

- Patient connection, team collaboration, and leadership effectiveness power culture, talent retention, patient loyalty, and transformative engagement.
- The best of organizations develop their people to provide the capacity for results.
- Leadership helps to power mastery as a path to outcomes.



Whether you think you can
or you can't, you're right.

Henry Ford

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