



Question 2. Do you have a team leader with dedicated time to coordinate your CDI prevention activities?

You indicated that either you do not have a team leader or that the one you have does not have appropriate time for the initiative. The team leader is responsible for coordinating CDI prevention efforts and integrating CDI prevention practices into daily workflow and collaborating with the various initiative champions. In other words, the details of the CDI prevention initiative fall to the team leader. It is his or her responsibility to keep the infection prevention efforts moving forward and coordinate the moving pieces. It is unlikely that the CDI prevention initiative is the only responsibility of the team leader, and because of this, there may not be enough time devoted to the prevention efforts. Creating that dedicated time is imperative to a successful initiative. The following are recommendations on how to ensure the success of the team leader:

A. If the team leader role needs to be filled, consider:

- Asking senior leadership for advice about whom they recommend who can have some protected time to do this work.
- Finding someone who has been successful in coordinating other performance improvement initiatives.
- Reaching out to a staff person who is passionate about CDI prevention and may be motivated to be a part of this initiative.
- Recruiting an individual with leadership skills, enthusiasm, persistence and credibility. Their experience and knowledge on CDI should be secondary; leaders can reach out to content experts for guidance related to the technical aspects of the work.

B. If the selected team leader is not as effective as necessary, then:

- Check to see if the team leader has been given dedicated time to work on this particular initiative. If not, engage leadership to help ensure the team leader has enough dedicated time.
- Consider that the team leader may need coaching in communication, collaboration and other teamwork skills. Identify a coach or mentor for the team leader and engage that person to provide coaching on an ongoing basis.
- In some instances, the team leader may not be a good fit for the initiative. Perhaps they were appointed rather than recruited, and a replacement should be considered.

Tools, Resources and Further Reading

- STRIVE Content:
 - [Onboarding 4: Team Formation](#)
 - [Uber-Adaptive Strategies for Infection Prevention](#) (UA101, UA102, UA103, UA104)
- [Top 10 Qualities of a Project Manager](#)
- [Top 10 Characteristics of Great Project Managers](#)
- TeamSTEPPS Fundamentals Course: Module 4. Leading Teams. Content last reviewed March 2014. Agency for Healthcare Research and Quality, Rockville MD. Available at <https://www.ahrq.gov/teamstepps/instructor/fundamentals/module4/igleadership.html>.
- Cannon-Bowers, J. A., S. I. Tannenbaum, E. Salas, and C. E. Volpe. "Defining competencies and establishing team training requirements". Team effectiveness and decision-making in organizations. Ed. R.A. Guzzo, E. Salas, and Associates: San Francisco: Jossey-Bass, (1995) 333.
- Salas E, Burke CS, Stagl KC. "Developing teams and team leaders: strategies and principles." Leader Development for Transforming Organizations. Ed. R. G. Demaree, S. J. Zaccaro, and S. M. Halpin: Mahwah, NJ: Lawrence Erlbaum Associates, Inc., (2004).