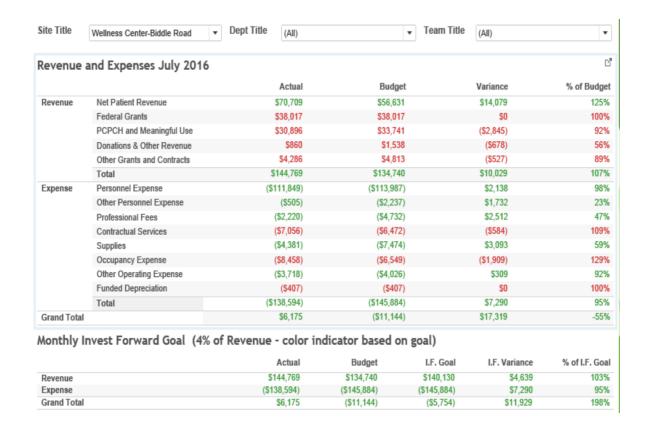
## Team Based Financials



#### Then vs Now

#### And this is how we did it....



https://laclinica.sharepoint.com/:x:/r/sites/team-basedfinancials/\_layouts/15/Doc.aspx?
sourcedoc=%7BDBA67F6F-F072-4DA4B359-0E19680B52D3%7D&file=FY19%20Team%20Financials\_MEDICAL\_September%20PD4%20copy.xlsx&action=default&mobileredirect=true



#### History

My Story....

- ☐ Large organizational picture to try and break apart for accountability
- □Operating small businesses within a large organization
- ☐ Many moving parts for senior leadership to manage and monitor



# EXPLORE

#### We asked...

Do we know there is a problem?

Whose work is impacted?

What is the opportunity?

What are we trying to accomplish?

What was the Manager common language and understanding of Revenue & Expenses, bottom lines and projections.





#### We asked...

How do we engage leaders to take charge of their own teams through the lens of finances?

How could we ease into management of budgets and fiscal accountability?

What training was needed first to understand the knowledge gap?

How could we engage whole teams on this idea?





#### We asked...We did...

By understanding gaps in knowledge, we added in training for leaders

We created dyads with operations and clinical to have a broadened understanding in the team on financials

Large undertaking financially, but knew it would get us farther in the long run

Examined budgets as we were learning to talk about struggles and successes

We learned from each other- shared vision that Brenda had and shared learning

We solved problems together





#### We learned...

New level of management

New learning and understanding

Increased capacity for ownership and accountability

Implementation plan-

key strategies

Careful planning

Robust training

Communication is the key to success





### Continuing to learn

Continued learning and partnerships with each other

Team based financials accountability to senior leadership and the board

Increased awareness and ownership to the budget that is set by team dyads.



## Questions?

