

# Transformation Times

The next construction project? Building a team.

Facilitator Ellen Burts-Cooper leads team building exercise with core team members of the Campus Transformation. Want to meet the team and share your ideas for the new hospital? Come to the Center for Campus Transformation Employee Open House Monday, Nov. 20. (Take the C elevators to the ground floor.) Refreshments available.



To build something special, a construction team can't be strangers.

Campus Transformation leaders from MetroHealth along with representatives from Turner Construction, the Hammes Team and HGA Architects and Engineers gathered inside a conference room this week for a day of team building and ice-breaking.

*"We're forming a new family. We want to build as much communication and collaboration as we possibly can."*

– *Walter Jones, Senior Vice President, Campus Transformation*

The group of about two dozen architects, engineers, executives and project managers call themselves the Campus Transformation's "core team." The goal was to have them start considering each other "family."

Family members know how to talk to each other, how to play to each other's strengths and how to speak up when they see something wrong or have a good idea. Walter says he wants the construction team to have the same type of culture. Strategic team building is a deliberate and proven way to make it happen.

"Success is going to be fueled by collaboration,"

he adds. "We are going to pour concrete and buy equipment no matter what, but how well we can communicate -- that's an intangible that determines the level of success of the project."

With this higher level of understanding and communication, Walter says a lot of costly problems and errors will be avoided long before they might have emerged in the field. "A good team can make a project go better and faster, with more accuracy, creativity and innovation," he says

Ellen Burts-Cooper with Cleveland-based Improve Consulting and Training Group spent the morning coaching the group, having them create goals for the team and the project, and exploring the members' personality types and how they might complement each other.

"Everybody has a different preference or priority they're bringing to the table, so everybody is playing their own music," Ellen says. "But MetroHealth patients see one orchestra, they're listening for one united sound. My goal is to make sure the members of this team are well-orchestrated."

After the morning session, the group spent the afternoon engaged in a MetroHealth orientation session to learn about our vision and mission for the community.