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## Showing your face motivates staff and raises morale



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Hospital leaders who think they are too busy to have a chat with staff and learn what's going on at the facility, don't realise the importance of a hands-on leadership style. Finding the time to interact with your staff at all levels is a good way to keep them motivated at the workplace, which propels them to do their work better.

Setting a weekly time for leadership rounds with staff allows you to check in on the state of affairs at your hospital, according to FierceHealthcare. You can see what's working and what isn't, and get info directly from employees on how you can best support and encourage them. In addition, leadership rounds help drive home the point that everyone cares about how things are run at the hospital.

### 3 keys to leadership rounds

For leadership rounds to be effective, they must include these major components:

- **Staff huddles:** Organising staff huddles provides an opportunity to talk to employees about what's going on in their lives. Ask about their struggles and their triumphs at the hospital. This will boost engagement, and it may motivate staff members to be more open and honest about their mistakes, since they'll feel a personal connection to leaders. Huddles also promote a sense of community, which can improve retention rates and boost morale.
- **Protocol recaps:** If there's a safety issue that keeps cropping up at your hospital, provide a refresher to staff on how to handle it. These reminders can help emphasise the importance of patient safety and confirm that everyone's on the same page.
- **Departmental feedback:** Departments don't exist in isolation from one another, so it's important to provide an opportunity for in-depth conversations between staff from each section of the hospital. That way, organisational goals are at the front of everyone's mind, and the entire hospital can work together to achieve peak performance.

Leadership rounds show that from top to bottom, your organisation is committed to patient safety and quality patient care, which can improve patient satisfaction.

Although it may seem hard to squeeze leadership rounds into packed schedules, taking a few hours every week to focus on the day-to-day operations of your facility and directly interact with staff can revitalise how hospital employees view not only leadership at your facility, but each other.

Source: [Healthcare Business & Technology](#)

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