Forging Stronger Connections: Tools for Effective Teamwork in Rural Collaborations

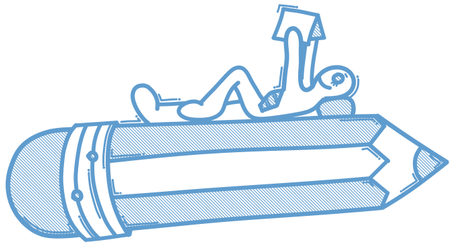
Presented by

CB

North State Together

March

2025



Today's Agenda

1. Introduction to Katie and the Clinical Buddy mission
2. Systems Thinking
3. Collaboration Principles
4. Trust and Vulnerability

Introduction

Helping Care Professionals Thrive!

- Licensed Marriage and Family Therapist
- Director of Leadership, Clinical Buddy Inc.
- 15 years of Non-profit experience
- Lifelong learner of the human experience.
- Mother of four with a really cool partner of 15 years.
- My Joys: nature, travel, faith, bread, run repeat!

Katie

Systems Thinking

1. Examines the inter-relationship between parts
2. Provides a lens to address the whole
3. Cornerstone to successful learning organizations

"When we try to pick out anything by itself, we find it hitched to everything else in the universe."

-John Muir

Systems thinking is like Synergy!

1. Big Picture Thinking
2. Multiple interdependent parts
3. Change is consistent
4. Non-linear and complex
5. Relationship is key

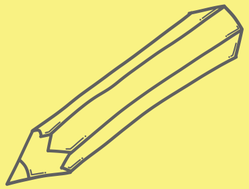
Collaboration

Basic Level of Shared Goals

Defining the problem

Analyzing constraints and opportunities

Agreeing on an action plan



Collaborative Principles

Integrity

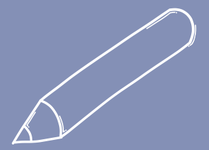
Maturity

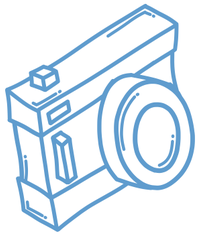
Abundance Mentality

Leading Through Collaboration

1. Crusader Leadership- passionate, outspoken, change agent...

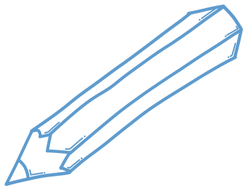
2. Collaborative Leadership- work with others, joint goals, observe and ask...



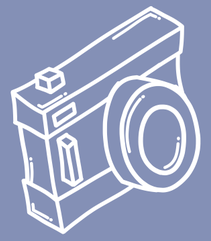


When Crusader Becomes Problematic...

1. Speaks up too frequently
2. Interrupts others
3. Outspoken about their opinions
4. Visible frustration



Understanding the Organizational Culture



- Look for clues
- Pay attention to the behaviors
- Watch effective leaders

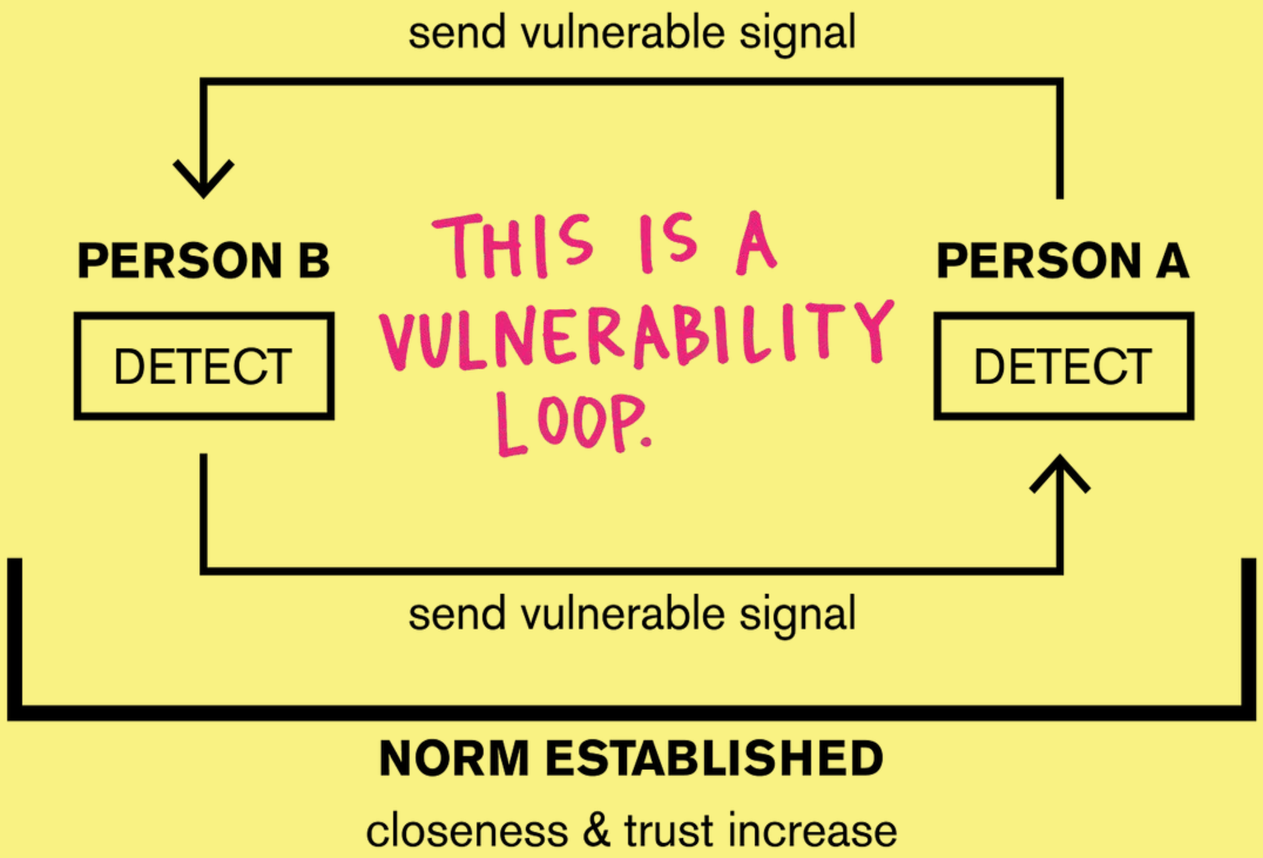
It’s application time!

Are you ready?

Trust

When there is trust, conflict becomes nothing but the pursuit of truth, an attempt to find the best possible answer.

-Patrick Lencioni



Vulnerability Loop

Look up Brene Brown for more on trust!

Vulnerability Loop

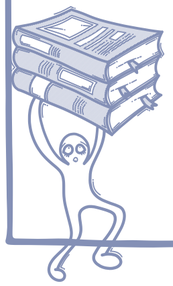
Polzerstates, “...vulnerability is not a risk but a psychological requirement.”

Baseball Coach during a speech

Steve Jobs and dopey ideas

The Unknown!

Leaping into the unknown, when done alongside others, causes the solid ground of trust to materialize beneath our feet.

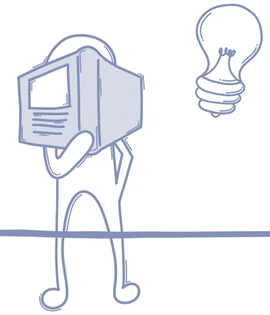


Let go of Hesitation!

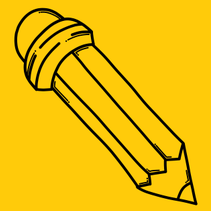
Being vulnerable gets the static out of the way and lets us do the job together, without worrying or hesitating.

Repeated Trust!

Cooperation does not simply descend out of the blue. It is a group muscle that is built according to a pattern of repeated interaction.



4 Pillars to Teamwork in Rural Collaboration



One way you can lead with trust?

What will you take away from today?

Systems	Leadership Position
Collaboration	Trust

Thank you for your time!

katie.mcculloughstubbs@clinicalbuddy.com
https://www.linkedin.com/in/katie-mccullough-stubbs-12470a14

Have a good day!