

What is a Team?

A team is not simply a collection of people who have a single purpose, such as a group, committee or task force. A team is not simply a group of people who report to the same dentist or coordinator. A team is not simply a group of people who enjoy working together.

To be a team, members must:

- Have a reason for working together – care for patients, educate patients and the community-at-large about oral health, enjoy profits.
- Coordinate activities to accomplish a task -- business staff and clinical staff.
- Work toward a common purpose -- alignment toward a vision.
- Be interdependent. Committed to synergism. Actions of individuals working together cooperatively produce an effect greater than their independent efforts done separately could produce. Must present a "common front" to patients.
- Be accountable as a unit -- prevention of errors rather than blame. Total Quality and constant improvement are watchwords.

Understanding Teamwork

A dental team is a group of persons, usually three or more, who have shaped and now share common:

1. practice related goals
2. practice interest
3. practice culture
4. and have a heightened appreciation of each other's skills.

A dental practice team is linked together by:

1. commitment
2. camaraderie
3. cooperation
4. and a drive for practice excellence in serving patients.

As this occurs:

1. Creativity is enhanced.
2. Innovation is sparked.
3. Effort is focused.
4. Enthusiasm abounds.
5. The practice aura is peaceful, productive, and feels good to the patients and the dental team.