

Baptist Development Leadership Intensive Linkage Grid

It is important to remain focused on the learning we experienced during this BLDI that fuels our culture of service, clinical and operational excellence. To link what we have learned into our everyday practices we have developed a linkage grid. This grid clarifies expectations and provides each leader with a clear, consistent message on what to communicate to team members, and the expectation for the next 90 days. Plan to review your linkage grid with your supervisor during your monthly meeting.

| Topic | Action Item | Person Responsible | Complete By | Method of Validation |
|---|---|---|-------------|--|
| Talking Points | Leaders will receive LDI talking points by Friday, Feb 6 . Present a summary of the presentation to your team members and discuss the implications for their work. | All leaders | 2/28/26 | Supervising leaders will validate during their 1:1 meeting with leaders who report to them |
| Team Member Engagement/ Patient Experience | <p>Complete FY'26 Q2 Team Member Engagement Activities</p> <ul style="list-style-type: none"> • Complete Q2 Engagement Activity – “I’ve Got You” <p>Continue Q1 “Walk a Day in My Shoes” Activity throughout the quarter.</p> <p>Continue to refine Brand Ambassador process to increase survey returns and make necessary improvements.</p> | All leaders Clinical Leaders | 3/31/26 | Supervising leaders will validate during their 1:1 meeting with leaders who report to them |
| Learn & Lead | Over the next quarter, use the humble inquiry learning process to “create an angle” with another leader by asking questions you don’t know the answer to in order to play catch ball to try to identify new solutions for shared improvement ideas at Baptist. | All leaders | 3/31/26 | Supervising leaders will validate during their 1:1 meeting with leaders who report to them |
| Alignment & Accountability | <ul style="list-style-type: none"> • Every leader will populate their 90 day plans for 3rd Quarter • Complete Rounding using the Updated Leader Rounding Form | All leaders | 3/31/26 | Supervising leaders will validate during 1:1 meeting with leaders who report to them by review of monthly LEM reports to include Monthly Meeting Model compliance by entity with Meeting Prep and Meeting Prep Complete. |