1. Following on from developing your TEAM Strategy, the next step in defining a productive, efficient and successfully functioning team is to implement in full the Reflexivity Schedule.
2. The Reflexivity Schedule enables you to ensure that the teams have the required time out on the basis as defined below, to empower them to think broader, and to think more openly and innovatively than they have been permitted prior.
3. This will give teams the confidence to own their roles, their development and their delivery. They can challenge and change processes of work to maximise the output.
4. Allowing Reflexivity Schedules to take place, gives emphasis to a team to challenge not only that "what" but most importantly the "how" to overcoming challenges they face.

| Team Type | Description | Minimum Reflexivity Schedule |
|---|---|---|
| Traditional Teams | GP, Nurse & HCA, Admin, Reception | 2 Hours every Month (6 hours per ¼) |
| Project Teams | A mixture of those involved in the process review.<br><br>*A collective group of people given a problem solving, innovative, change orientated process, likely to be short term and cross functions.* | 1 Hour every two weeks for the duration of the task. |
| Leadership Teams | PM, Partners, Senior Staff<br><br>*Permanent in functions, continually driving the consistently changing compositions of the practice.* | 30 Minutes every week (4-8 hours every ¼) |
| Virtual Teams | This could include members of traditional teams, and likely to be cross function with other teams, and possibly other organisations (Usually known in a MDT type setting). | Monthly 1-2 Hours |

Your2020Vision

Traditional Teams

Virtual Teams

Project Teams

Leadership Teams