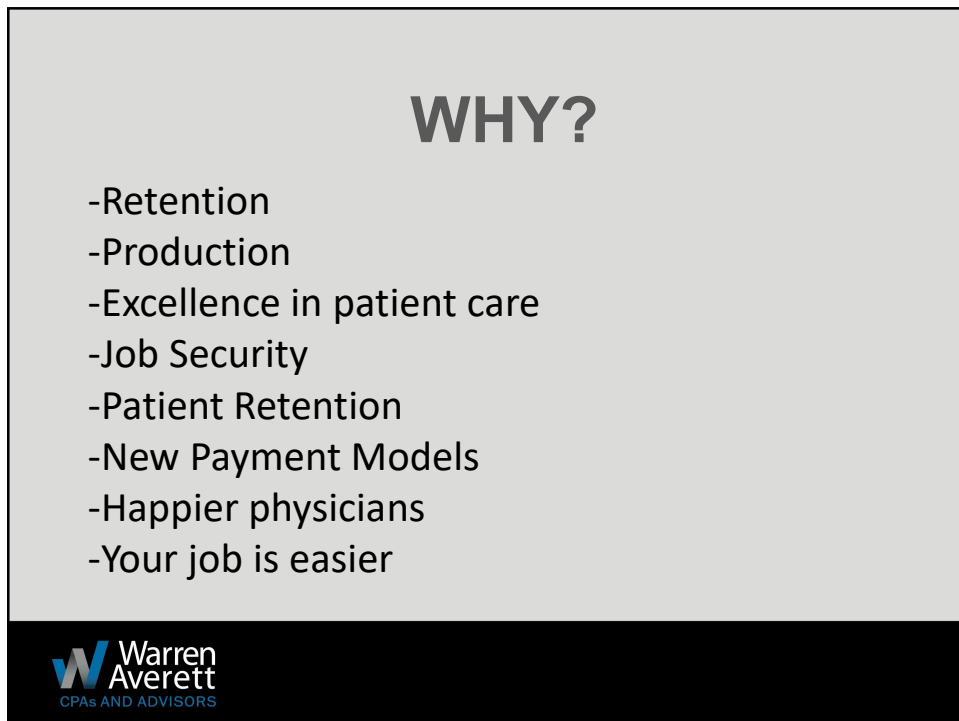




1



2

SHOW THEM THAT YOU RESPECT EACH OF THEM

- Interest
- get to know them
- tell them



3

BUILD A ONE-TEAM MINDSET

- one payment model
- common need
- common enemy



4

GIVE THEM A CHALLENGE TO OVERCOME



5

DISCIPLINE OR CORRECT THEM IN A TIMELY MANNER

- correct quick
- never personal
- choices, actions, and behaviors
- brand



6

ENCOURAGE AND SUPPORT THEM TO HAVE FUN



7



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8

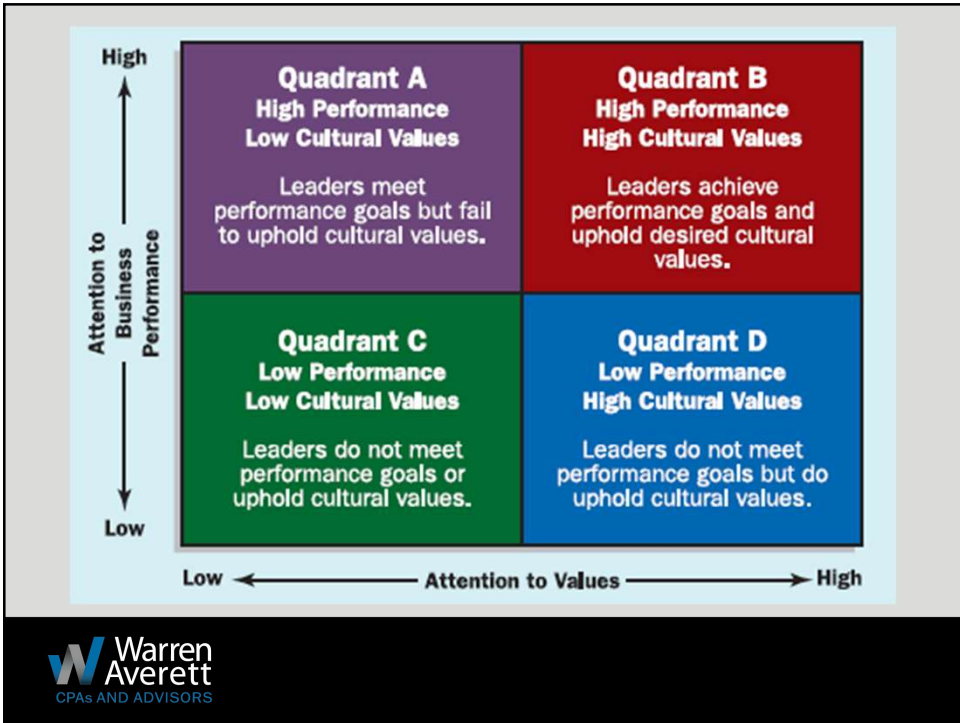
RECRUITING A+ TALENT

- Ownership
- Taking Initiative
- Not asking permission – taking the lead with good solution
- Care
- Energy
- Drive
- Exceeds expectation
- Follow-up
- Make it easy – not a problem - I've written an email that makes it happen
- Professionalism - Dress the part aligns with Culture Value

- Finding Solutions
- Creative Ideas
- Does not have to have a play book
- Bring ideas to me
- Quantifiable – taking risk – no playing it safe
- Understanding what the patient WANTS
- Confidence – has answers
- Solutions – does not tell you why not
- Believable – conviction – persuasive
- Entrepreneur – save or make money
- Proactive



9



10

**LEADING A+
TALENT**

- Tell/Model
- Show
- Practice Together
- Practice by themselves
- Release

