Huddle Sprint · 30 Days

Clinical Insight Collective

WHY IT MATTERS

Change the huddle to move the scores. RN engagement and HCAHPS nurse communication start in a conversation you already lead every day.

The gap is rarely competence. It's how the message reaches the team.

THE TRANSLATION GAP

FRONTLINE		LEADERS
Implementation The ask: speak up	⇄ **The root skill** The escalation skill nurses already have, translated for leadership Say why it's theirs · Open the room · Close the loop	⇄ **Strategy** The ask: listen more

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↗ Engagement rises

AT DAY 30 · EARLY SIGNALS
- Huddles meeting all six signal criteria
- Staff pulse, before and after
- Leader self-audit, before and after

NEXT SURVEY CYCLE · WHAT IT MOVES
- RN engagement scores and retention
- HCAHPS nurse communication
- Quality and safety

Early signals at day 30, so you know it's working before your next engagement survey does.

HOW THE 30 DAYS RUN

Built for operationally strong nurse leaders whose engagement results don't reflect their capability. Thirty days to build huddles where messages land and teams activate.

I Do	We Do	You Do	Sustain
Observe current huddles and model a signal huddle.	› Practice together, coached to each leader's style.	› Leaders run their huddles, then debrief and refine.	› Skills leaders carry into every conversation.

Up to 4 leaders	10–15 min/day	30 min/week	Day 30	Virtual-first
on 1–2 units	in existing huddles	coaching per leader	CNO readout	onsite available

THE SHIFT IN THE HUDDLE

The structure is built to outlast the sprint. Leaders leave with a job aid and a habit they use every day, not a program that ends at day 30.

BEFORE · NOISE

An operator who shares information

- × Rapid-fire information dumps
- × Staff rarely speak up
- × Same messages repeated
- × Issues disappear into a black hole
- × No visible owner or follow-up
- × A missed chance to build trust

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AFTER · SIGNAL

A leader who creates understanding

- ✓ A story-led opening, not a cold start
- ✓ Open questions that draw staff in
- ✓ A plain-language why behind every update
- ✓ A clear owner or next step for barriers
- ✓ A safe response to misses, focused on learning
- ✓ 5 to 7 minutes, on track

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Keynotes and workshops also available ›

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