

6 PRACTICES FOR HIGH-FUNCTIONING TRIAD LEADERSHIP

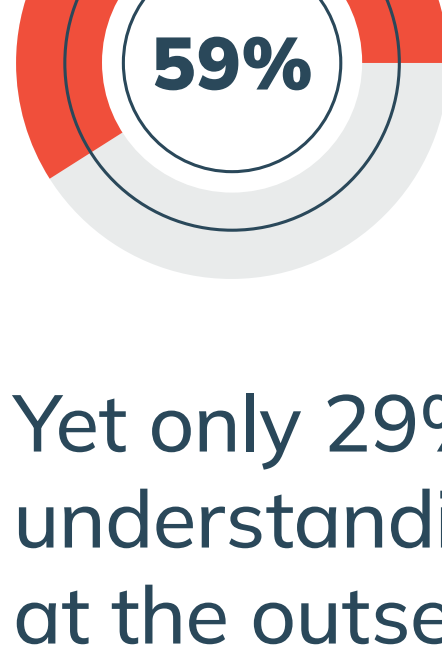


Triad leadership brings administrative, physician, and nursing leaders together to solve healthcare's many challenges. **New Research** from Jackson Physician Search and Kirby Bates Associates reveals that healthcare C-suite executives find the model is highly effective for patient care and clinical outcomes — but less so for healthcare's biggest challenges: financial and workforce issues.

Explore the key characteristics of the most successful partnerships and a roadmap for building triads that can more effectively address the industry's biggest hurdles.

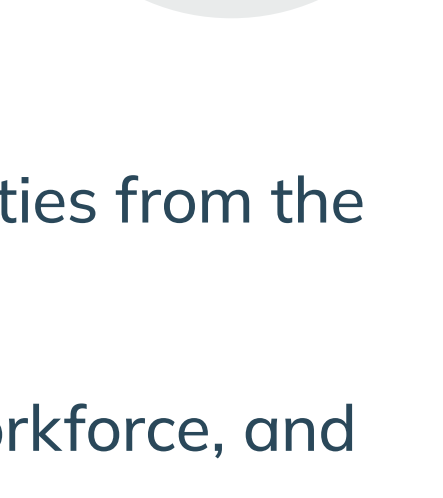
1

START WITH INTENTIONAL ALIGNMENT



59% name shared vision and goal alignment as the #1 success factor for triads.

Yet only 29% had a clear shared understanding of the triad's purpose at the outset.



TAKEAWAY:

- Define organizational goals and priorities from the beginning.
- Set success metrics across clinical, workforce, and financial domains.
- Document how decisions will be made and each member's responsibilities to prevent role confusion and power imbalances.

2

TIE GOALS TO SHARED ACCOUNTABILITY



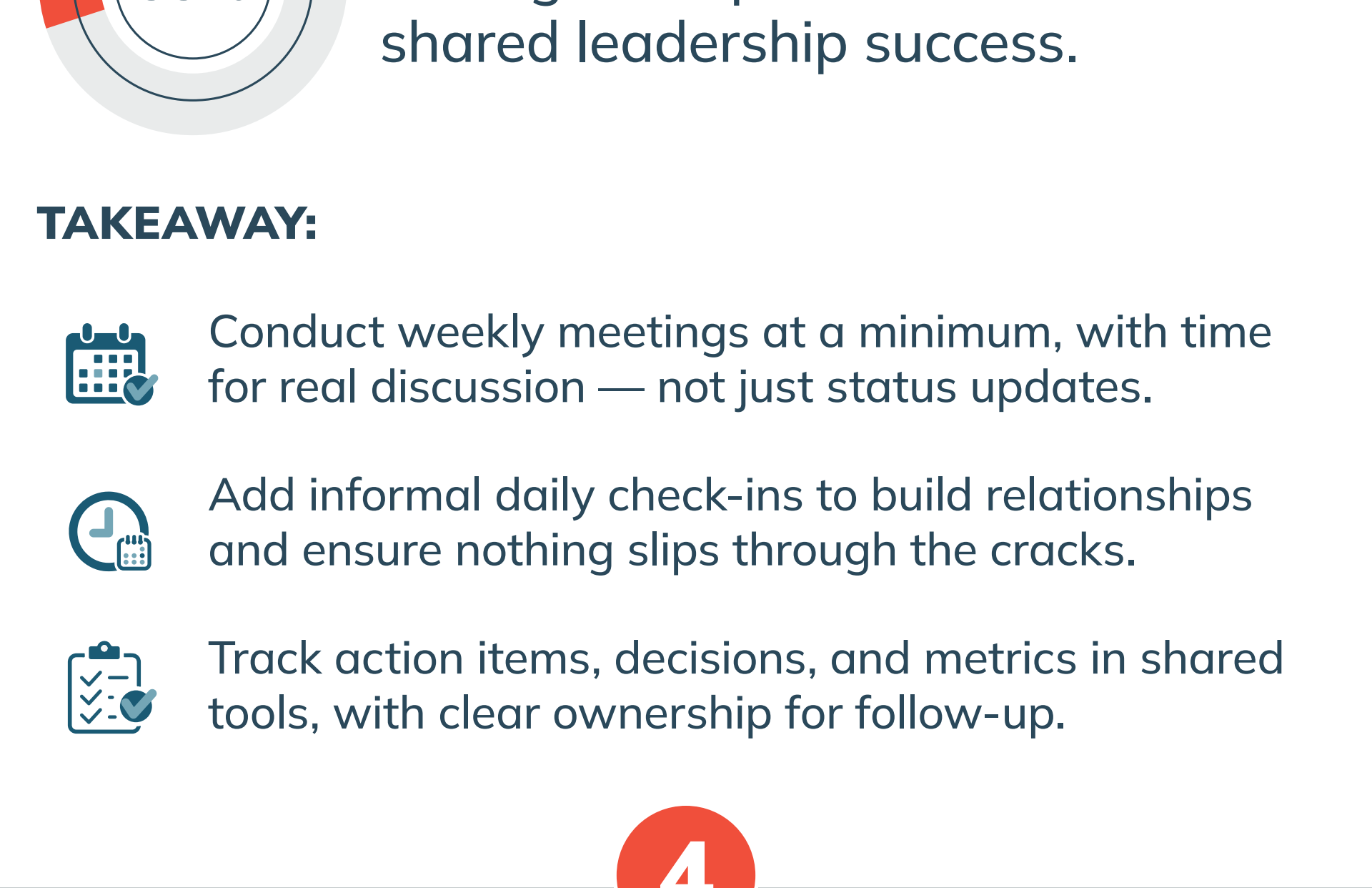
Achievement of specific performance goals ranks in the triad's top three areas of impact. With concrete objectives and shared accountability, addressing top challenges is possible.

TAKEAWAY:

- Turn strategic priorities into action plans.
- Share responsibilities across the triad, not by title.
- Track clinical, workforce, and financial metrics on shared dashboards.
- Review results together and adjust course as the data dictates.

3

COMMIT TO REGULAR COMMUNICATION



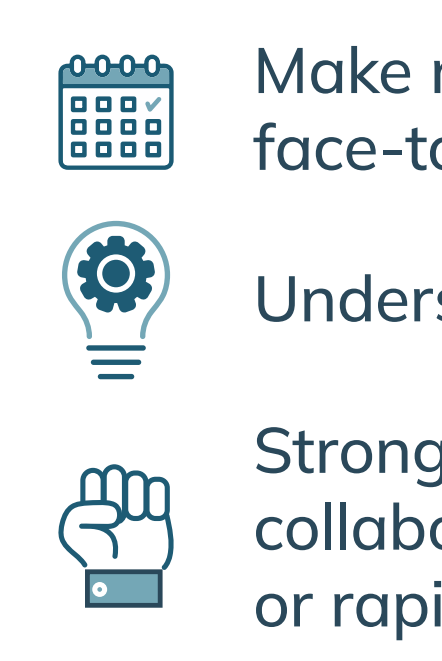
55% rank regular communication among the top three factors for shared leadership success.

TAKEAWAY:

- Conduct weekly meetings at a minimum, with time for real discussion — not just status updates.
- Add informal daily check-ins to build relationships and ensure nothing slips through the cracks.
- Track action items, decisions, and metrics in shared tools, with clear ownership for follow-up.

4

INVEST IN RELATIONSHIPS, NOT JUST MEETINGS



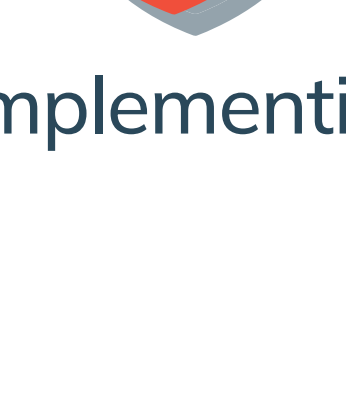
77% established their triad to support a culture of collaboration, accountability, and shared leadership — a payoff that requires ongoing investment.

TAKEAWAY:

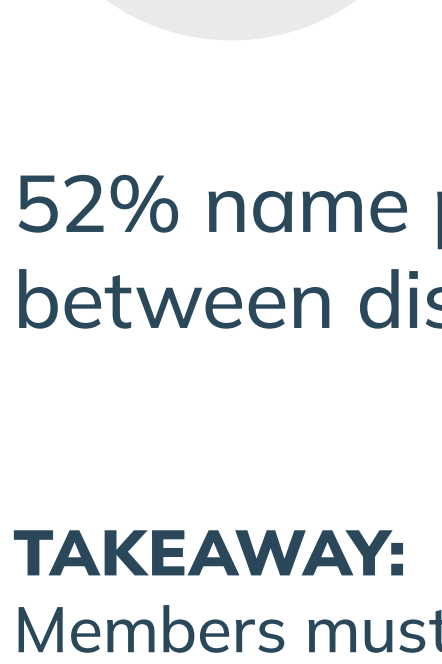
- Make room for informal check-ins and, when possible, face-to-face time.
- Understand each other's leadership styles.
- Strong relationships keep triads focused and collaborative, especially during periods of stress or rapid change.

5

CREATE PSYCHOLOGICAL SAFETY

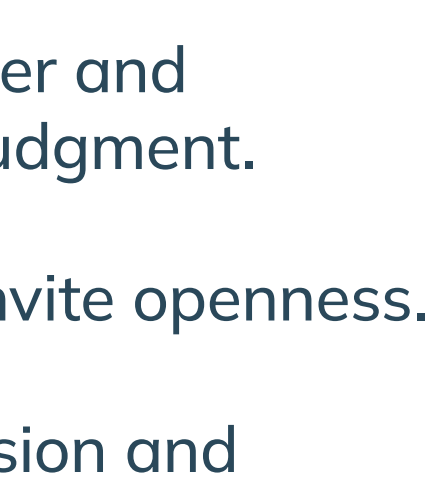


The top two barriers to implementing or sustaining triads are cultural.



55% name hierarchical culture as a barrier.

52% name power dynamics between disciplines as a barrier.



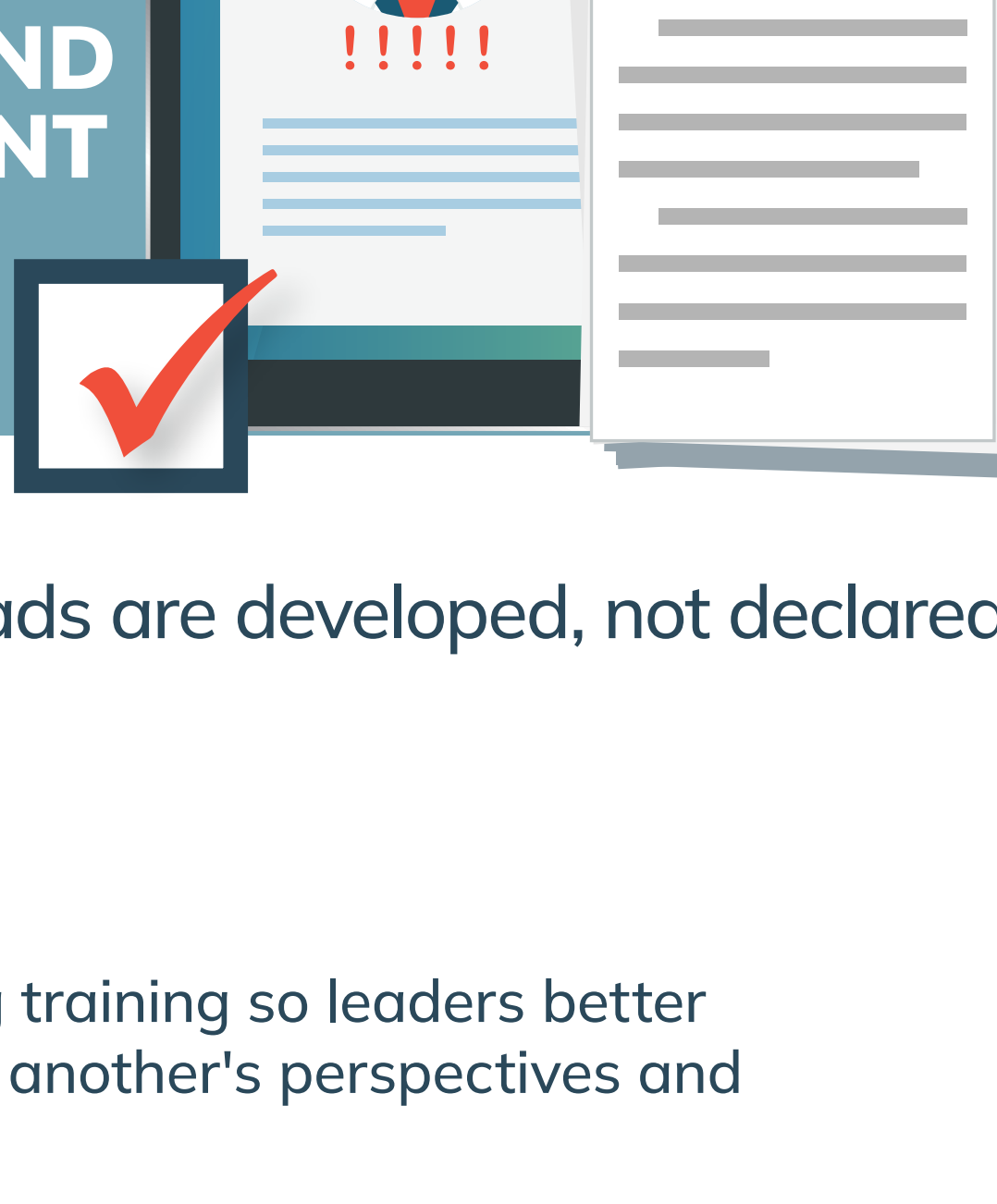
TAKEAWAY:

Members must feel comfortable with each other and confident that they can speak freely without judgment.

- Agree on norms that build trust and invite openness.
- Set expectations for respectful discussion and encourage differing opinions.
- Reinforce safety by being transparent, acknowledging mistakes, and raising concerns early.

6

PRIORITIZE ONGOING LEARNING AND DEVELOPMENT



High-functioning triads are developed, not declared.

TAKEAWAY:

- Provide ongoing training so leaders better understand one another's perspectives and constraints.
- Invest in cross-functional education, leadership development, and behavioral assessments.
- Learn from peer organizations to strengthen collaboration and decision-making.

DOWNLOAD OUR NEW REPORT TO LEARN MORE

Stronger Together: Leveraging Triad Leadership for Healthcare's Biggest Challenges