



Leave It With Them

Many of you have met Dr. Jon Lloyd over the years. He likes to refer to himself as a “reformed MRSA transmitter,” but that is just a ploy to distract us from his role as a brilliant vascular surgeon and pivotal force behind the adaptation of Positive Deviance for tackling MRSA in US healthcare.



Jon and I talk a lot. We learn together by learning to listen and learn from what you say and what you do.

That may sound quaint but it has been a huge lesson for us - we are so amazed by how much more effective and successful we become - as we learn to listen. *Of course we also love to hear our own voices - so let's just say we are still learning*

This afternoon we talked about listening and “leading” and how very hard it is to feel like you are doing enough - IF - as a facilitator of a PD process most of what you do is listening.

I added that not only is it hard to facilitate by mostly listening - but its even more excruciating when as a facilitator we have to figure out how to turn the work back over too the staff generating the ideas and solutions.

Then Jon gently said yes “the staff generate ideas and the facilitator needs to **LEAVE THEM WITH THEM.....**”

All of a sudden it made sense - “Jon - that is it - all this time we have been talking about the facilitator turning the work of carrying out ideas **BACK** to the staff - we had it all *wrong* - the ideas and solutions already belong to the staff - what the facilitator has to do is **NOT** take the ideas and solutions away from the staff - but instead **LEAVE THEM WITH THEM.....**”

So now I am going to listen when I hear your stories for the strategies and phrases you use that help you “leave it with them....”

Have a wonderful weekend - friends!