



Case Study: Regional Hospital

The Thunder Bay Regional Health Sciences Centre is a state-of-the-art acute care facility located in Thunder Bay, Ontario, serving the needs of people living in Northwestern Ontario. On nearly 70 acres, this hospital has an award winning design that is not only functional but is also efficient. They have 375 acute care beds.

The hospital was built after it became obvious that it would not be feasible to retrofit two older community hospitals, one in the north core and one in the south core. Along with the physical building of this beautiful structure, the hospital also needed to bring together staff groups who would form new teams within this new organizational structure.

We were engaged to work with the senior team for team development and the middle management team for ongoing management training, during lunch and learn sessions. And we worked to train an internal group, hand selected by the CEO, with time dedicated to the internal development of team building and developing great teams within the organization. Over the years we also performed coaching and mentoring, conflict management, and we facilitated numerous workshops and meetings within all areas of the organization, specifically serving the senior team.

In all engagements we used creative tools and techniques from the Strategicplay® toolbox. Here is what the Director of Communications, Don Edwards, had to say about our work:

"Assembling 3D models as a strategy for developing personal and senior team-building insight was an extraordinary experience. Progressive reconstruction of the pieces provided information about each other that otherwise would have been impossible to achieve in the short-term. It is an amazing transparent exercise that creates a deeper level awareness of senior team interdependence. Lloyd Smith's facilitation skills are first-class."

Don Edwards
Director of Communications
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