**Path to Performance UBT Action Plan**

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| --- | --- |
| Team/Department Name: | |
| Date: | P2P Level: |
| Labor co-lead: | Management co-lead: |
| Physician co-lead (if there is one): | |
| Labor sponsor: | Management sponsor: |
| Physician sponsor (if there is one): | |
| UBT Structure (check one): [ ] CORE [ ] Representative [ ] Dept. w/multiple UBTs | |

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| --- | --- | --- | --- | --- | --- |
| **P2P Dimension** | **P2P Level** | **Gaps/Opportunities to sustain or advance performance** | **Actions to be taken** | **Who’s responsible** | **Deadline** |
| Sponsorship |  |  |  |  |  |
| Leadership |  |  |  |  |  |
| Training |  |  |  |  |  |
| Team Process |  |  |  |  |  |
| Team Member Engagement |  |  |  |  |  |
| Use of Tools |  |  |  |  |  |

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| --- | --- | --- |
| **Signatures** | | |
| Role | Signature | Date |
| Labor co-lead |  |  |
| Management co-lead |  |  |
| Physician co-lead (optional) |  |  |
| Labor sponsor |  |  |
| Management sponsor |  |  |
| Physician sponsor (optional) |  |  |
| UBT Consultant or UPR |  |  |

Action plans help unit-based teams identify the tools, information, coaching and training they need to progress on the Path to Performance and achieve their performance improvement goals. As of 2015, the National Agreement requires that every team has an action plan and keeps it updated. In most cases, an action plan is developed after the UBT is assessed by a UBT consultant or union partnership representative (UPR). But there’s no reason why a team can’t identify its own Path to Performance learning needs and create a plan using a template like the one above.