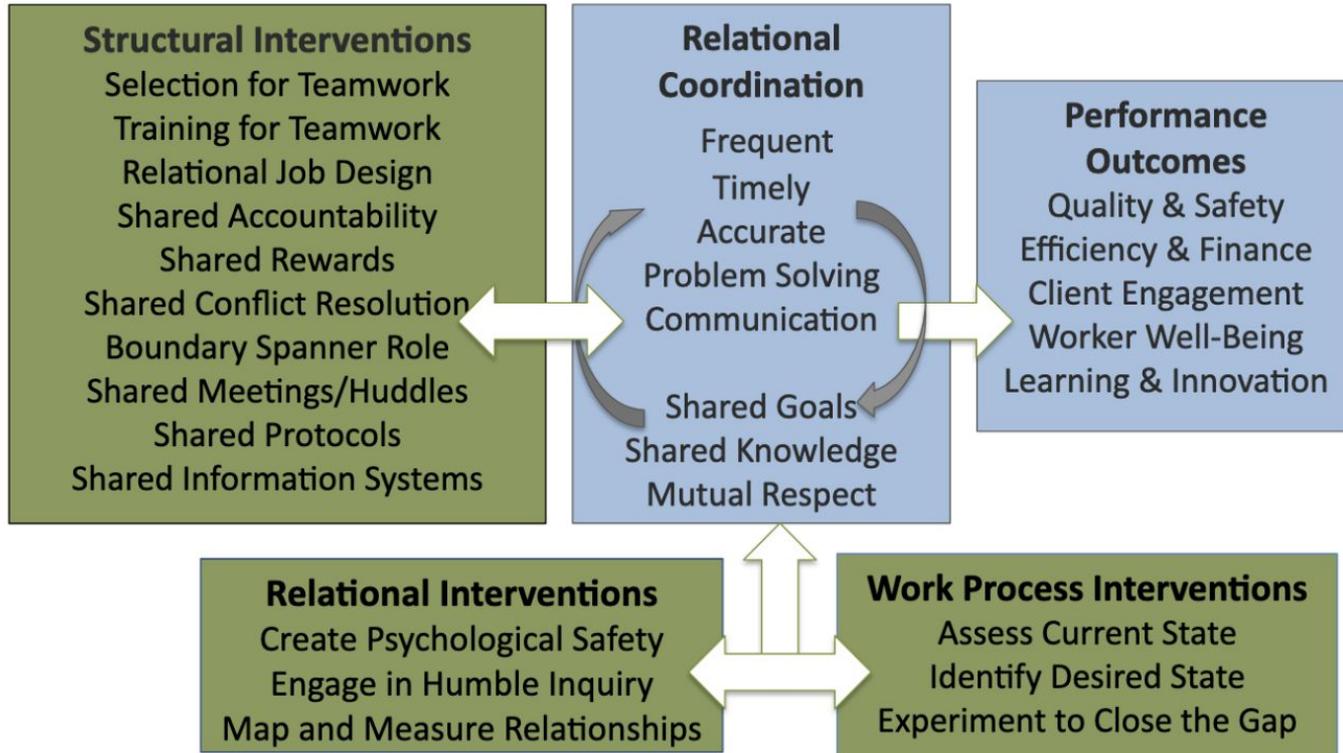


Shared meetings and huddles

- **What They Are:** Cross-departmental and/or interprofessional meetings or huddles designed to facilitate collaboration and alignment
- **Why They Matter:** Effective coordination structures ensure that teams work together seamlessly, reducing silos and enabling better decision-making in complex, interdependent environments.
- **How To Do It:** Based on results from the Org Structures Assessment Tool, identify the need for more inclusive meetings and who needs to be included. Design meetings that are effective and inclusive through use of shared protocols and a boundary spanner who can facilitate to focus discussions on shared goals (see the case example by Judith Merel at the end).

Shared meetings are part of the Relational Model of Change



Other structures in the Relational Model of Change

- Selecting & training for teamwork
- Relational job design
- Shared accountability & rewards
- Shared conflict resolution
- Boundary spanner roles
- Shared meetings & huddles
- Shared protocols
- Shared information systems
- Shared space

A summary of the evidence:
Bolton, R., Logan, C., & Gittell, J. H.
(2021). [Revisiting relational
coordination: A systematic review.](#)
*The Journal of Applied Behavioral
Science*, 57(3), 290-322.

Gittell, J. H. (2016). [Structural interventions](#) in *Transforming relationships for high performance: The power of relational coordination*. Stanford University Press.

Identify needs using the Org Structures Assessment Tool

Structures

	Nurses	Case managers	Physicians	Residents	Physical therapy	Respiratory therapy
Selecting for Teamwork	Strong Support	Strong Support	Weak Support	Weak Support	Moderate Support	Moderate Support
Training for Teamwork	Strong Support	Strong Support	Moderate Support	Moderate Support	Strong Support	Strong Support
Relational Job Design	Moderate Support	Moderate Support	Weak Support	Weak Support	Strong Support	Strong Support
Shared Accountability	Moderate Support	Weak Support	Moderate Support	Moderate Support	Moderate Support	Weak Support
Shared Rewards	Weak Support					
Shared Conflict Resolution	Strong Support	Strong Support	Moderate Support	Moderate Support	Strong Support	Strong Support
Boundary Spanner Role	Strong Support	Weak Support	Weak Support	Weak Support	Moderate Support	Weak Support
Shared Meetings & Huddles	Strong Support	Strong Support	Weak Support	Weak Support	Strong Support	Strong Support
Shared Protocols	Strong Support	Strong Support	Moderate Support	Moderate Support	Strong Support	Strong Support
Shared Info Systems	Strong Support					
Shared Space	Weak Support	Weak Support	Moderate Support	Moderate Support	Moderate Support	Weak Support

 **WEAK SUPPORT**

 **MODERATE SUPPORT**

 **STRONG SUPPORT**

How to lead huddles using shared protocols and a boundary spanner role

Merel, J. (2025). [Strengthening relational coordination for better outcomes: Shared huddles, shared protocols and the boundary spanner role](#). *RC Roundtable 2025*, Nov. 8.

Evidence from research

Bolton, R., Logan, C., & Gittel, J. H. (2021). [Revisiting relational coordination: A systematic review](#). *The Journal of Applied Behavioral Science*, 57(3), 290-322.