Your Private Pilot Conversation with Coach D

A preparation guide for healthcare leaders

You may know that staff strain needs attention without yet knowing what a useful next step looks like. This conversation gives us space to understand your concern and explore whether an Agency Restoration™ pilot is a practical fit for your organization.

What this conversation is for

We will focus on one recurring workforce concern and what you would like to change. It might involve staff feeling overextended, repeated coverage problems, or concerns that have not received clear follow-through. You do not need to arrive with a finished plan.

How to prepare

Choose one unit or team and think of a recent example that illustrates the pattern. Consider what has already been tried and what you would want to be different. A few notes are enough; a presentation or new data collection is not needed.

Describe the pattern without patient information, employee names, or confidential personnel details. Consider who else may need to join the decision.

What we will do together

I will listen to the concern, help clarify the priority, and explain how the pilot connects staff skills practice with leadership reviews and action. We will explore what would make participation feasible, including staff time and a leadership sponsor.

We will discuss reasonable measures of progress. You can ask about the approach, delivery, scope, and investment.

What you can leave with

The aim is a clearer description of the concern, an initial sense of fit, and an agreed next step. That may be a scoped proposal, a follow-up with the relevant decision-makers, or recognition that this pilot does not meet the need.

What happens after the conversation

If we agree to explore a pilot, I will prepare a proposal specifying the scope, deliverables, responsibilities, schedule, fee, payment terms, and measures. Your organization reviews those details before committing. A signed agreement and agreed initial payment come before kickoff and delivery.

“The recurring concern we want to address is _____, and a useful change would look like _____.”

Arrange your conversation through the business channel where you received this guide, or through Coach D’s approved booking link when provided.