



RLD

Restoring Life Dispatch

VOLUME 1, ISSUE 1

January 31, 2020

The Restoring Life Dispatch is a monthly resource for orthopedics and leadership. My hope is to provide a single hub with timely news and credible sources that are beneficial to both work and life. Additionally, I'll share what lessons I am learning from my own experiences in leading a small orthopedic business. Be on the lookout at the end of every month for The RLD and please share with others! Thank you for your commitment to restoring life in the orthopedic community by daily serving patients who have lost a critical part of their life and desire to get back to living!



Clay Steves

Virtual Reality TKA Simulation Receives CME Accreditation from AAOS

Clay Steves

Technology in orthopedics is a fascinating subject for me. It is unquestionable that modern technology has revolutionized our life for the better, but the orthopedic community seems to have a hit and miss relationship with technological advances.

Often times, orthopedic surgeons and hospitals can have an upfront mistrust of new technology. That mistrust has likely been earned through previous experiences with a technology marketed as the "next great advancement in patient care" that unfortunately led to neutral outcomes, inferior outcomes or increased complications.

When [CMS](#) pushes for more Value (read improving outcomes over reducing costs) within programs like [CJR](#) and [BPCI](#), but then potentially reduces reimbursement based on patient satisfaction outcomes, it has consequences. I believe the consequence is conservative methods, such as manual instrumentation for a TKA, continuing to dominate the orthopedic market.

That's why I was excited to see the AAOS grant CME accreditation to Fundamental Surgery for their virtual reality TKA training platform late in 2019.

I believe the use of advancing technology, such as [augmented reality](#), [virtual reality](#), RFID and [robotics](#), has to keep progressing and become the standard of care in the orthopedic OR. The emerging generation of surgeons and patients have grown up with tech integrated into every facet of their life. That's why [this decision by the AAOS](#), stating this VR platform meets its stringent criteria for CME and granting another outlet for advancing technology to be developed, leveraged and analyzed by orthopedic surgeons and surgeons in training, without negatively affecting patient outcomes, is a great step for the restoration of life within the orthopedic community.

Chief Reminding Officer

Clay Steves

I'm just gonna say what is already on everyone's mind - leadership is hard. One of the toughest areas for me personally is the internal frustration I have battled when a team

member doesn't behave the way I desire or remember what I've asked them to do. Because let's be blunt, who has the time to slow down and deal with them not "getting it" the first time when there is already so much on our plate?

What I am learning is that while my frustration is often initially at the team member not meeting my internal expectations, the harsh reality is that a vast majority of the time the responsibility is on me for not over-communicating and clarifying my expectations on the front side. In these spots, my leadership team [recently told me](#) I needed to have a mirror instead of a window. Ouch. But it's true and I am thankful they will tell me the truth. And that means I need to say those expectations over, and over, and over again. For nobody, including you and me, "gets it" the first time. That is why marketing and communication notions like the [Rule of 7](#) exist.

So if you've ever been internally frustrated by a scrub tech not remembering you want the hemostat BEFORE the osteotome or your MA not remembering you expect the patient intake forms in a specific order, check out [Pat Lencioni's wisdom](#) on how to embrace a new title, CRO, in your role as leader.

Forwarded this newsletter? Don't miss out on next month's ortho and leadership review.

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[Why You Should Kill Your Mission Statement](#)

Quincy Taylor

All great marketing begins with a mission statement. For some companies, their mission statement is a work of art that is loved and appreciated throughout. However, more often than not, it's jumbled words shoved into a box that comes out every so often when onboarding a new employee.

My argument (and [marketing expert Donald Miller's](#) argument) is that without a clearly defined mission statement, it becomes impossible to move forward. Donald Miller explains it as if you are the director of a movie and you are asking your employees to show up on set without a script. You're setting your actors up to fail. Without having

defined the story, cast the vision and explained why it matters, there's a lack of momentum.

A mission statement is more than words, it's direction. When you define your mission, everything changes. You give people the opportunity to engage and participate in your story.

But there's no need to inflict your consumers with [wordy industry jargon](#). A mission statement is as simple as what you do, how you do it, and why you do it. [Twitter](#), [Coca-Cola](#), and [Nike](#) all have clear mission statements that bring you into their company and what they aim to do. It's as simple as that.

Just remember, a mission statement should bring people into your story. It's worthwhile to take the time to define what story you want to share.

Stillness is the Key

Clay Steves

[Stillness is the Key](#) was my first book to finish in 2020. After seeing the author's previous title, [The Obstacle is the Way](#), influence numerous [high-level NFL executives and coaches](#), I was excited to see what insight he had to offer on the subject of Stillness. This has been a subject I have been wrestling (see the irony there?!?!) for the past year or so.

You see, I am perpetually unsettled and dissatisfied on the inside. This permeates into all facets of my life. Spiritual, physical, mental, financial...I need more information and more input, all while incessantly having the urge to move on to the "next" thing.

And while this quality for perpetual progress has served me well as an entrepreneur and in vision casting, I am discovering it has blind spots in management and tactical leadership. [One quote](#) found in the book that pierced me was from retired four-star Marine Corps General James Mattis, "If I was to sum up the single biggest problem of senior leadership in the Information Age, it's a lack of reflection. Solitude allows you to reflect while others are reacting. We need solitude to refocus on prospective decision-making, rather than just reacting to problems as they arise."

That quote became my action takeaway from the book. Consistently - dark quiet early

mornings are best for me - find solitude to reflect on the lessons, moments, and interactions from the past days to maximize my effectiveness as a leader.

