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Category: Manger

2022 Health Care Heroes finalist: Lynda Garcia

Jun 2, 2022, 9:00pm EDT

Lynda Garcia

Title: Vice president of talent development and organizational effectiveness

Organization: TriHealth

How did the pandemic change the way your team operates? Good leadership is tied to how we connect and engage with our teams, and we had to quickly shift to doing so in virtual environments. We also had to navigate the blurred lines between work and home lives as people dealt with school shutdowns or family quarantines. These challenges have provided unique opportunities to see into each other's lives and understand each other better. We encourage virtual meeting drop-ins from



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children, and I can now greet most team members' pets by name! We've developed greater personal connections, which have elevated us as a team.

Lynda Garcia is vice president of talent development and organizational effectiveness at TriHealth.

What initiatives are helping to ensure the growth and development of your staff? From the start of the pandemic, we knew that we had to shift how we invest in both team members and leaders. We created the Team Member Resource Center to connect team members to resources to support them personally, financially, and professionally. We shifted leadership development topics to focus on resiliency and well-being. The teams I lead are responsible for these initiatives, and the challenges of being agile and creative in forging new directions have provided incredible growth opportunities for all of us.

How would you describe your leadership style? I think a realistic job preview for working with me is, "We are going to work really hard to incredibly high standards and have a lot of fun while we are at it."

Nikki Kingery

Projects editor

Cincinnati Business Courier

