

High performing teams for contemporary workforce roles

Victoria Brazil

Gold Coast Health & Bond University



INDIVIDUAL



INDIVIDUAL



SYSTEM



INDIVIDUAL



TEAM



SYSTEM









Relational Coordination

- Shared goals
- Shared knowledge
- Mutual respect
- Communication – timely, accurate , frequent, problem solving



Psychological safety in ED teams,
and the role of simulation



SIMEON MEDICAL

MEDIGUP

SIMEON MEDICAL



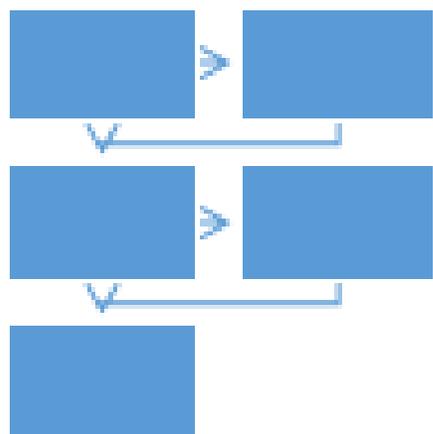
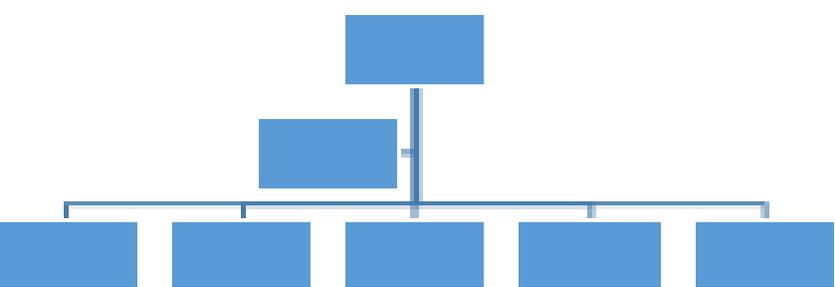
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FIBRILLATION

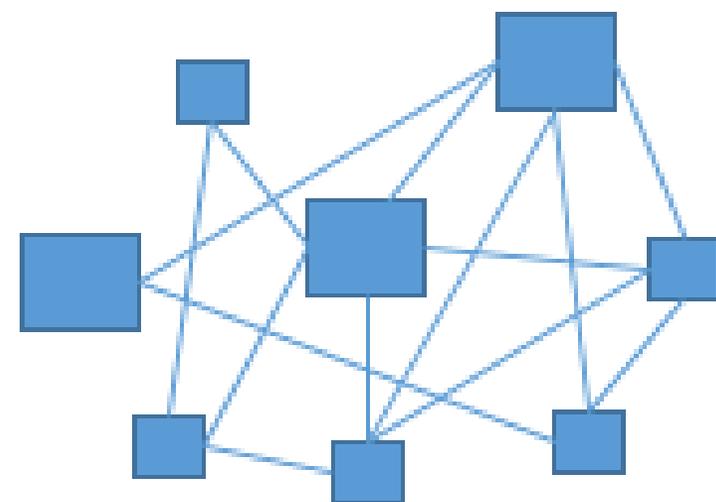
Continue Compressions
Oxygen Assisted
and continue every
2 minutes
Check for
Pulse
If no pulse
Restart CPR
If pulse is present
Monitor for
Fibrillation or
Torsades de Pointes

117 35.5
96 117
22



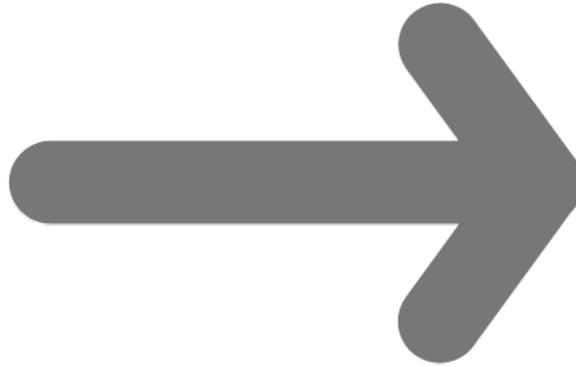


Complicated



Complex

**TEAM
BEHAVIOURS**



OUTCOMES



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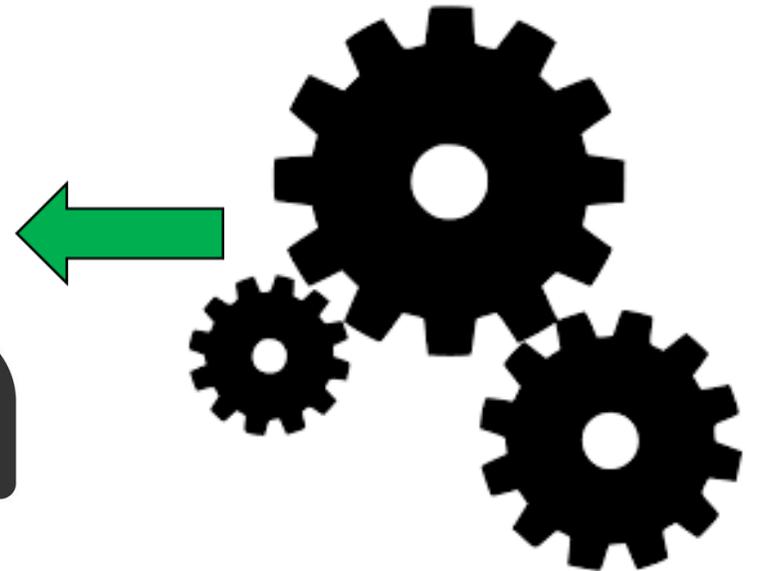
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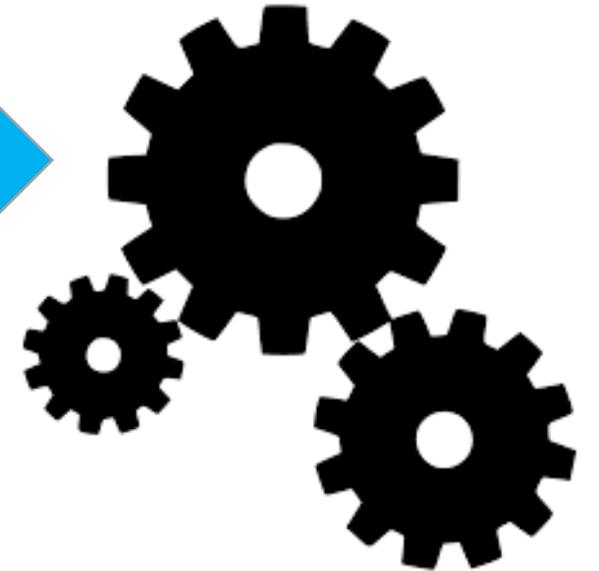
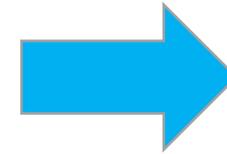
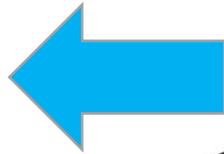


OR

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TEAM

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Changing local teamwork practices can be fast, flexible and effective

...And generate momentum for system change





Getting to CT Safe and Fast



To CT "Fast and Safe"





Re-sternotomy in ICU



Briefings, mental rehearsal, After Action Review



GOLD COAST UNIVERSITY HOSPITAL

After Action Review Form

"Thank you, is everyone ok?" If yes continue...

"We are going to have a 5 minute debrief with the aim to improve quality of patient care. Your participation is welcomed but not compulsory"

Summarise the case



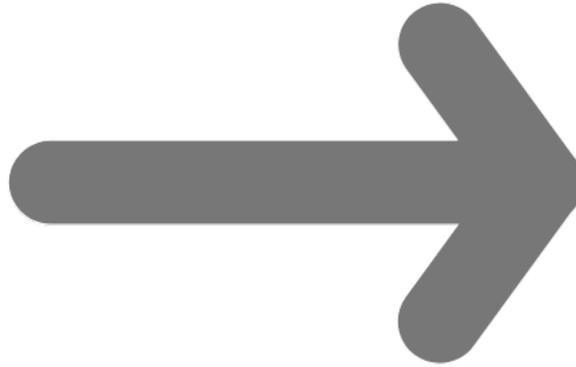
Date / Time:
UR (optional):
Debrief Leaders:

Things that went well

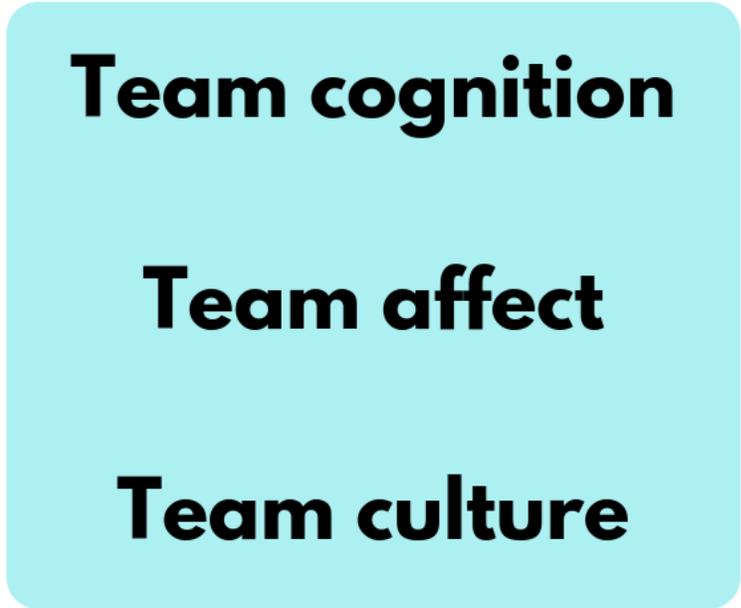
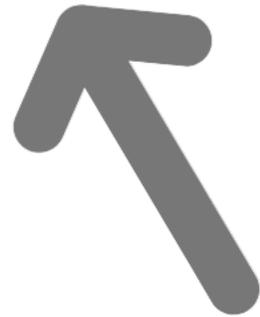
Opportunities to improve

Points of action and responsibilities

**TEAM
BEHAVIOURS**



OUTCOMES



"There is a culture of mutual respect between the specialty teams involved which is fostered by the debrief and carries over into the real world."

CULTURE

A braided rope made of colorful strands (purple, yellow, black, blue, green, red) against a grey background. The strands are thick and have a slightly textured appearance. The rope is braided in a complex pattern, with the strands crossing over and under each other. The colors are vibrant and distinct. The background is a solid, light grey color.

Team familiarity





Surgical Fellows orientation

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A close-up, low-angle shot of a basketball hoop and net against a dark background. The hoop is made of a polished, reddish-brown metal. The net is white and hangs from the hoop. The background is dark and out of focus, showing some indistinct shapes that could be other parts of the gym or a person's legs.

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