

Semper Gumby: Teamwork for Deployed Medical Teams



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Objectives

- Define attributes of ideal teams
- Apply appropriate leadership technique to situation
- Identify traits and practices that will enhance your teamwork and leadership

Why do I care?



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Rx only

Fentanyl

Citrate Injection, USP



2,500 mcg/50 mL
(50 mcg/mL) (0.05 mg/mL)

Preservative-free

(20 mcg/mL) (0.02 mg/mL)

200 mcg/20 mL

Teamwork Definitions

Aspect	Definition
Quality of collaboration	Mutual respect and trust
Shared mental models	Shared goals, understanding team structure
Coordination	Adaptive coordination
Communication	Openness, quality, and format
Leadership	Style and ability to adapt



THE
TEAM

Thom Mayer, EDDA Lecture, 2013

A Team

- **Competent**
- Proactive
- Resilient
- Hard worker
- Receptive
- Trustworthy
- Empathetic
- Confident
- Sense of Humor
- Good communicator
- Kind
- Introspective

B team

- Incompetent
- Lazy
- Mean
- Negative
- Poor communicators
- Over confident
- Deceitful
- Does not adapt
- Know-it-all



What is a trauma team?

The trauma team should be made up of clinicians who will undertake preassigned roles, each with unique knowledge and skill so that several interventions can occur simultaneously to achieve effective timely patient assessment and management.

-Royal College of Surgeons/British Orthopaedic Association 2000

Team Leader Role

“Being a team leader is simply about organising people to meet the clinical endpoints for the patient in a way that gets everyone performing to their maximum ability”

-Consultant A, Cole and Cricton, 2005

Target fixation

“Leaders who actively participated in patient care, for example by performing procedures, had lower team-performance scores because the leader was unable to oversee, monitor and supervise the resuscitation”

Directive



Collaborative

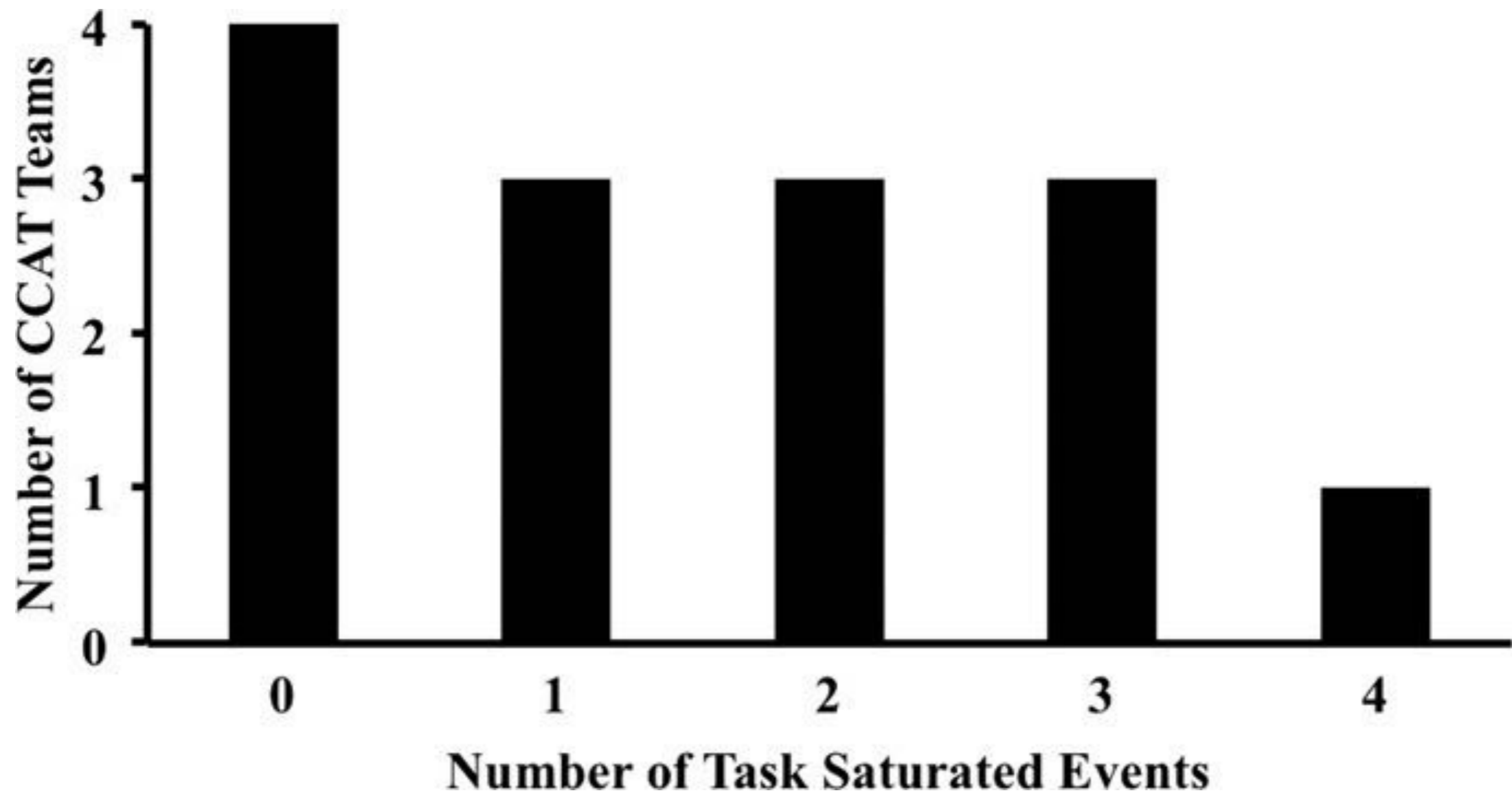


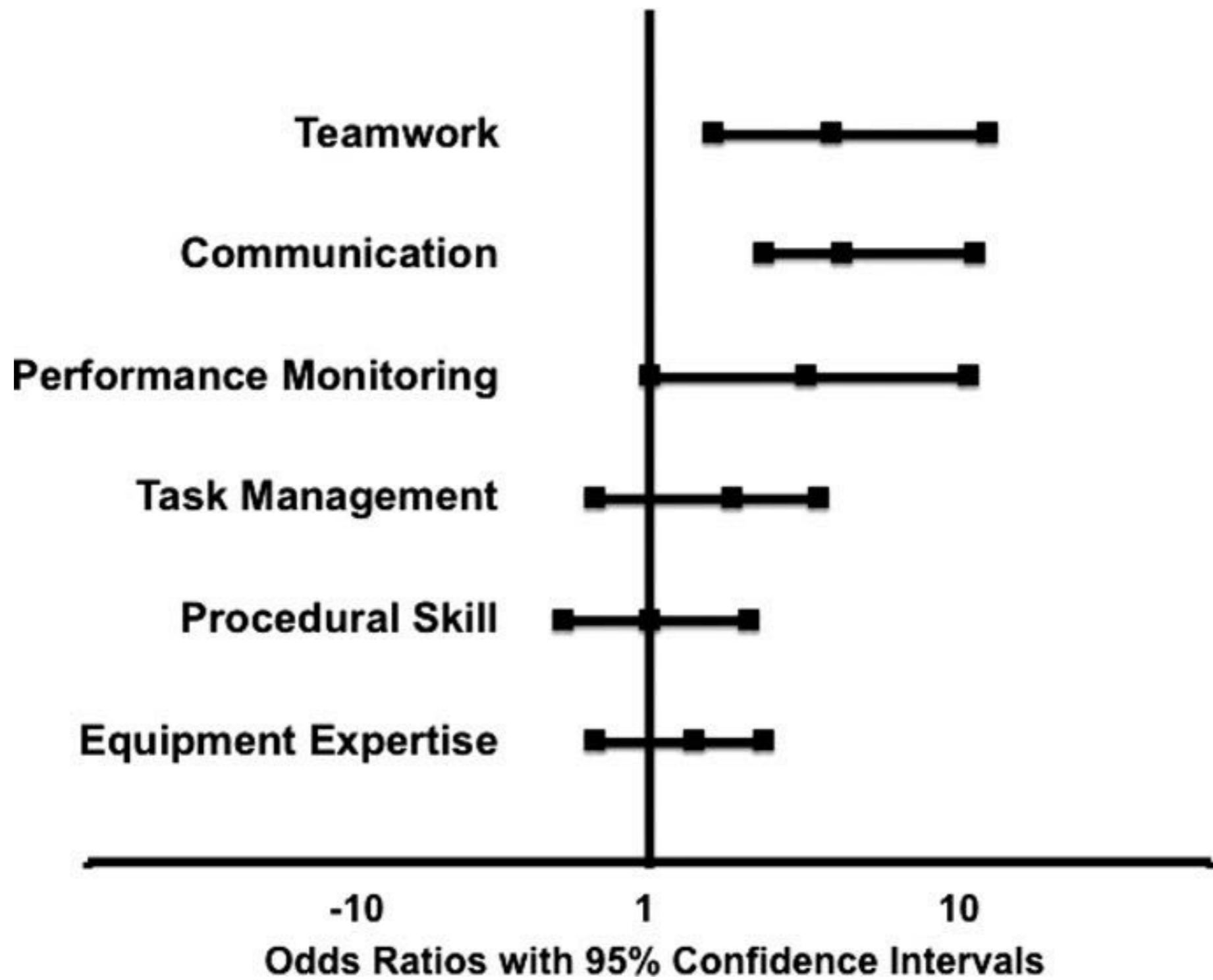
Ford et al 2016

Crew Resource Management



Task Saturation Event





Communication

- Call outs
- Closed Looped
- Two Challenge rule
- CUS- Concerned, Uncomfortable, Safety
- Turnovers?
 - AT-MIST, I-PASS, SBAR

Conflict



Conflict

- Inevitable
- Increases in complex environments
- Preferable to apathy
- Rank?



5 Dysfunctions of Team

- 1) Inattention to results
- 2) Avoidance of accountability
- 3) Lack of commitment
- 4) Fear of conflict
- 5) Absence of trust

Fighting Fair

- Hierarchy
- Public vs Private
- Cool off
- Consider your personal buttons and tendencies
- DESC- Describe, Express, Suggest, Consequences



**KEEP
CALM
AND PURGE
TOXIC
PEOPLE**

“Knowing yourself is the beginning of all wisdom.”
Aristotle



Summary

- Utilize concrete terms/outcomes for teams
- Adapt leadership style to the situation
- Continue to study leadership & reflect on your performance

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