

Leading Multidisciplinary Team Building

A practical approach to mock emergencies

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Objectives

1. Discuss benefits of mock emergencies for multidisciplinary team building
2. Create a realistic mock emergency scenario
3. Run a mock emergency exercise
4. Perform an effective post emergency debrief

Team Building Challenge

- Cross discipline
- Applicable to work environment
- Enhances patient care
- Safe
- Not expensive
- Not disruptive of work environment

Why Sim?

- Well suited for technical skills that are:
 - Uncommon or rare
 - Hazardous
 - Require practice to conquer
- Good for non technical skills
 - Judgement
 - Behaviour
 - Attitude

Why RNs?

- Patient care specialists
- Leaders for effective change
- Proponents of best practices
- Experienced at establishing rapport & building therapeutic relationships

Building Clinical Skills

- Valuable & positive
 - Stressful & intimidating
- Can tailor sim to any clinical skill you would like
- Allows repeated practice without harm

HALO

- High acuity, low occurrence
 - Rarity = uneven training
- Maintain competency
 - Repeatable experience

Team Building

- Individual performance is not sufficient to achieve optimum safety
 - MUST train the team
- Sim particularly useful for working on softer, team skills

Team Building



Team Building

- **Sim is valuable BUT:**
 - Stressful & intimidating
- **Scared:**
 - Will be judged
 - Clinical skills may not be up to par
 - May make more mistakes
 - Not an accurate reflection of skills/knowledge
- **Stressful experiences make learning more effective**

Trust

- Peer intentions
- *Vulnerability

- How to Build Trust
 - Shared experiences
 - Make and admit mistakes

Communication

- Poor communication is the most common cause of preventable disability or death
- Communication behaviours influenced by:
 - Hierarchy
 - Social structure
 - Receptivity of superior

Scenario

- **Need to practice taking charge in environment where nothing negative happens if you make mistakes**
- **Cognitive & interpersonal skills**
 - Not learned in routine clinical experience
 - Major determinants of successful crisis management

Ability to Manage Crisis

- Critical resource management
 - Leadership
 - Teamwork
 - Communication
 - Prioritization

Planning Your Sim

SCENARIO TEMPLATE	
Learning Objectives:	Observable Actions:
1	
2	
<hr/>	
Staging:	
Environmental:	
Equipment:	Notes:
Psychological	
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Narrative	

Learning Objectives

- **1. Crew Resource Management**
 - Human factors goal
- **2. Clinical skills**
 - Complimentary skill that will help with #1

Observable Actions

- What you want to see or not see

Staging

- Environment
 - Where?
 - Do things need to be set up/prepped
 - Staff/patients need to be warned
- Equipment
 - Actual equipment
 - Replace with training materials
- Psychological
 - Believability & buy in
 - Greater psychological fidelity = improved learning & longer information retention

Narrative

- Staff must be able to gain relevant information from patient/chart
- History & Chart
 - Can include red herrings/ leave stuff out
- Outcome
 - Decompensation to death if relevant

Run Your Sim

- Pre-brief
 - Ground rules
 - Expectations
 - Errors expected
 - Confidentiality
 - Use/Limitations of simulator

Run Your Sim

- **Share the narrative**
 - Only part of the template participants see/know before sim starts

Run Your Sim

- **LET CHAOS REIGN**
 - DO NOT participate
 - DO NOT teach now
 - DO NOT answer questions
- **Will NOT go as you expect it to**

Notes

- **Include**

- Good, bad, ugly
- Technical skill performance
- Boundary issues
- Communication
- Leadership
- Decision making

- **End Point**

- Triumph
- Timing
- Tragedy

Debrief

- **Why**

- True leadership portion of sim
- Crucial to learning process
- Valuable learning points need to be discussed

Debrief

- **How**

- Facilitator must stimulate learning & discussion in non-threatening way
- Opening statement
- Respond to issues
- Debrief learning objectives
 - Consider ORIP:
 - Observe
 - Remark
 - Inquire
 - Probe

Debrief

- **Summary**

- 3 things we did well
- Things we identified we need to work on
- Take home lessons include

Take Home Points

- **Remember your objectives**
 - Steer your sim to meet them
- **The sim will not go as you envisioned**
 - Get out of it what you need
- **Debrief**
 - Celebrate the good
 - Address the bad
 - Non-judgementally

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