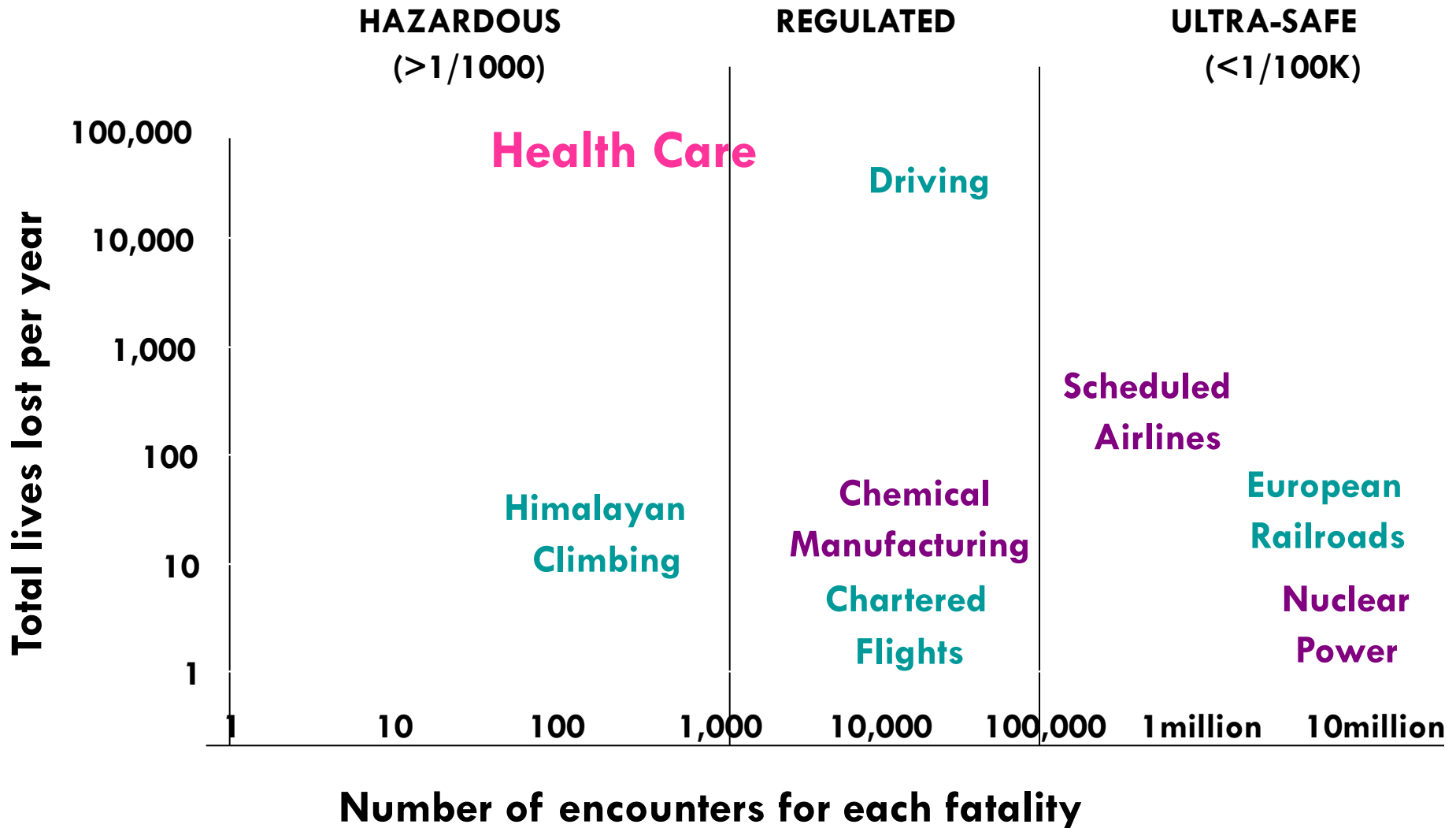


LEADERSHIP FOR SAFETY

Dr. Richard Jenkins RichardJenkins@onemedical.co.uk

Dr. Robert Varnam RobertVarnam@institute.nhs.uk

Are you sitting comfortably?



Can you feel the heat on your back?



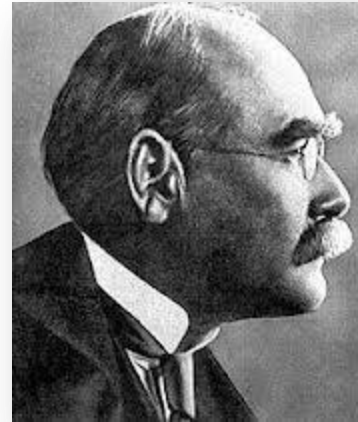
What do you know?

- How do or can you measure the heat in your team/department/organisation?
 - ▣ Data and metrics
 - ▣ 360 degree view of patient safety
 - ▣ Culture
 - ▣ Stories

Data and Metrics

What is important?

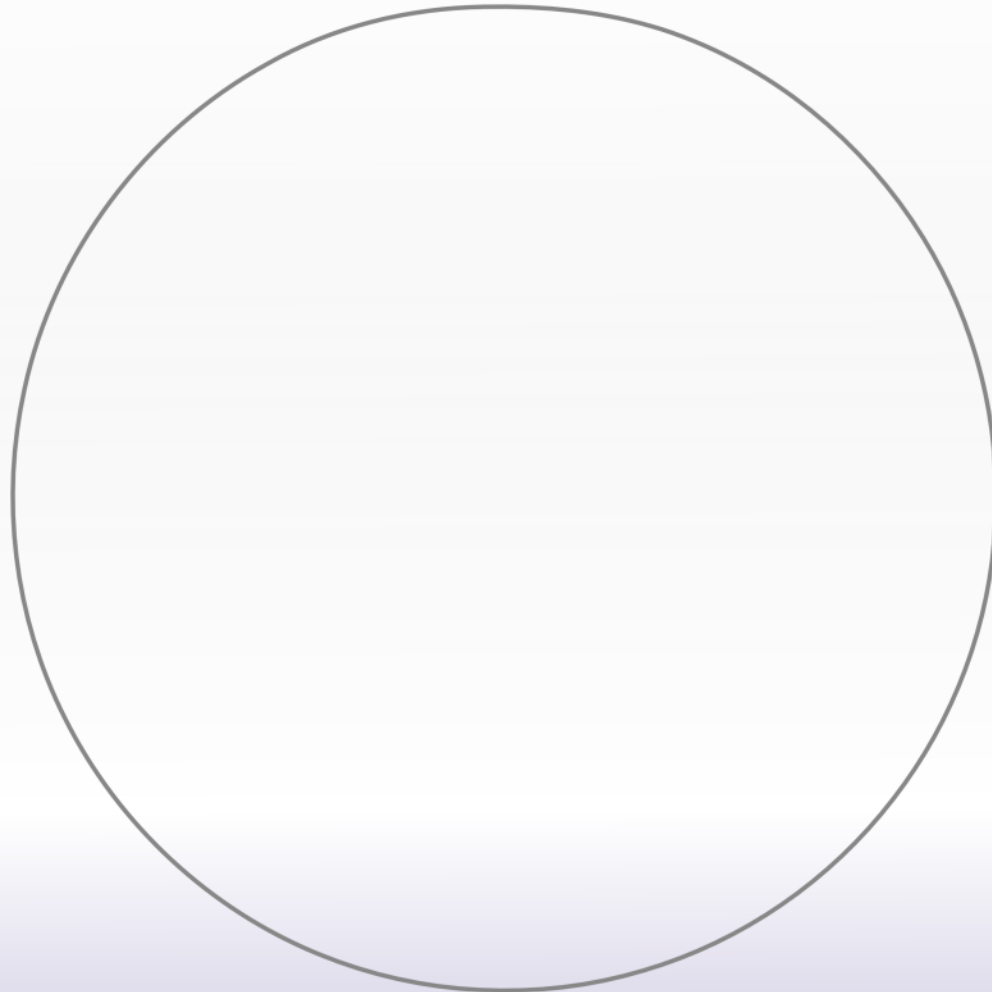
- Kipling's 5 men:
 - Who
 - What
 - When
 - Where
 - How



How do you know what you know?

360 degree patient safety appraisal

NHS
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and Improvement

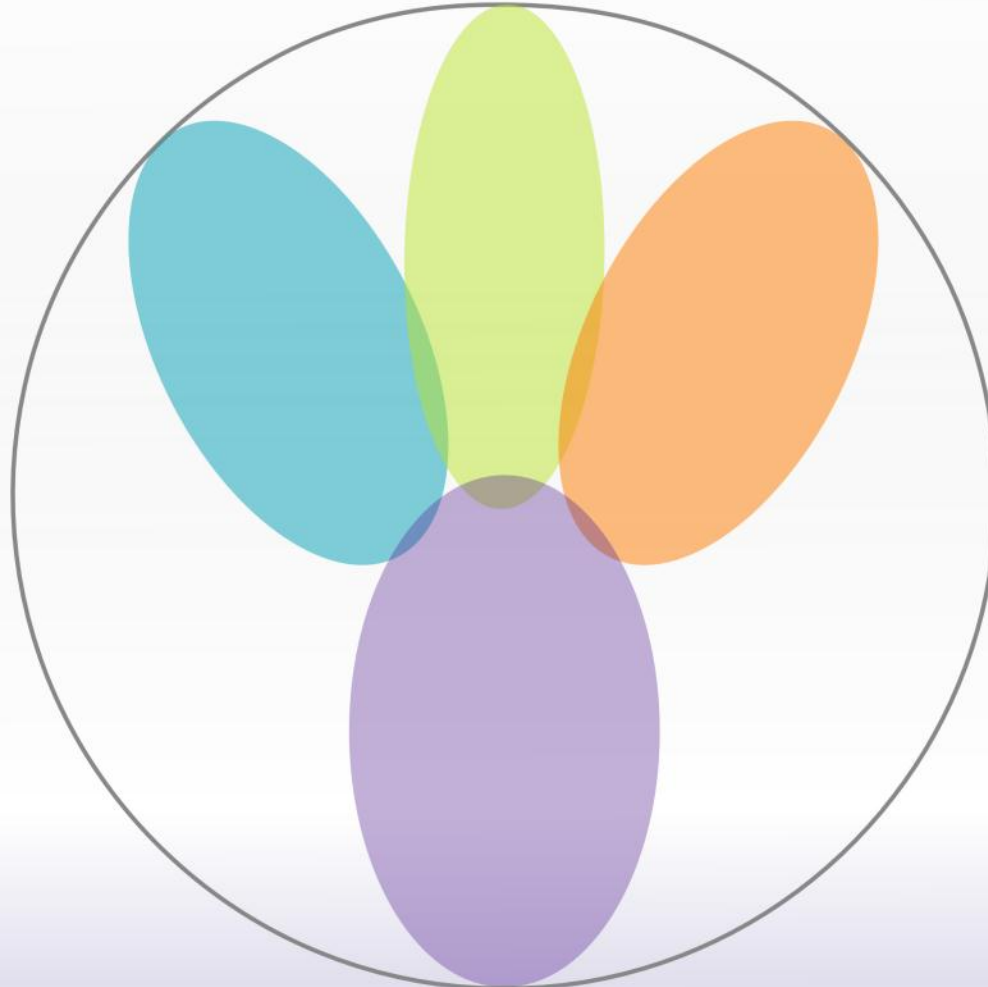


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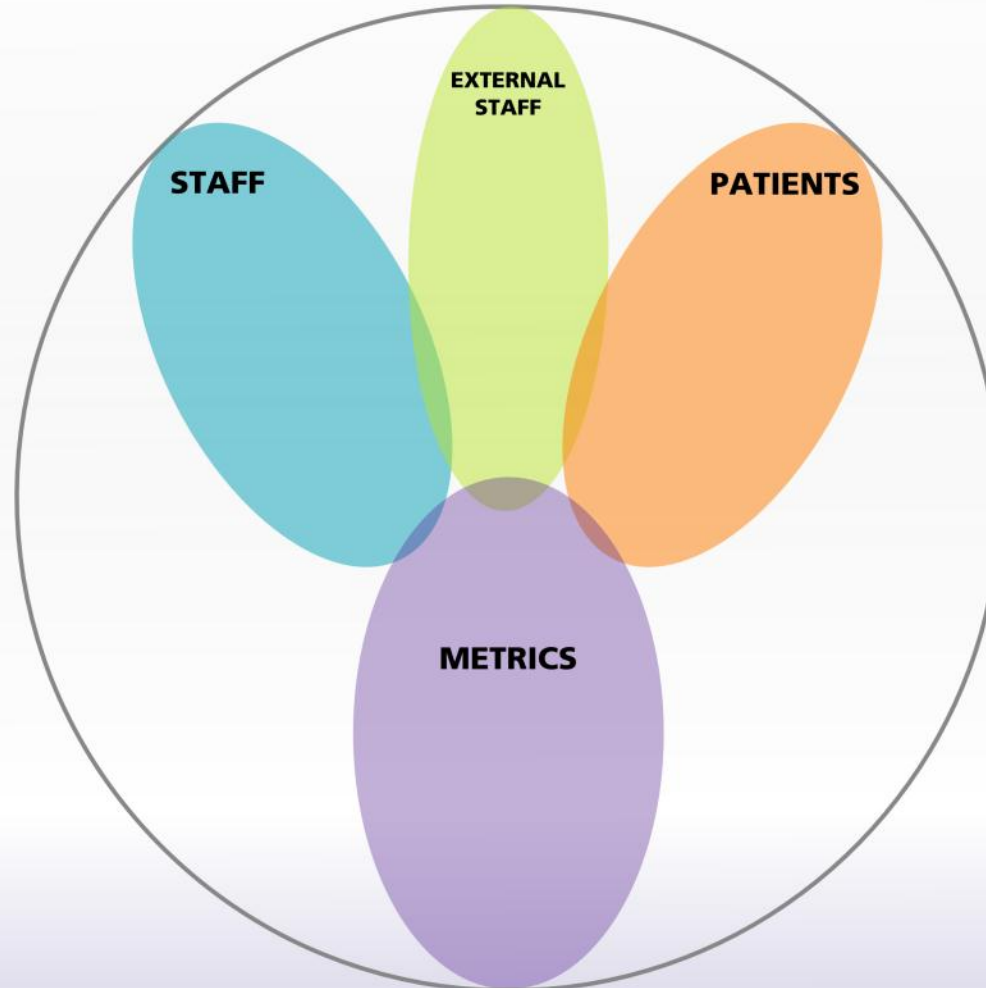


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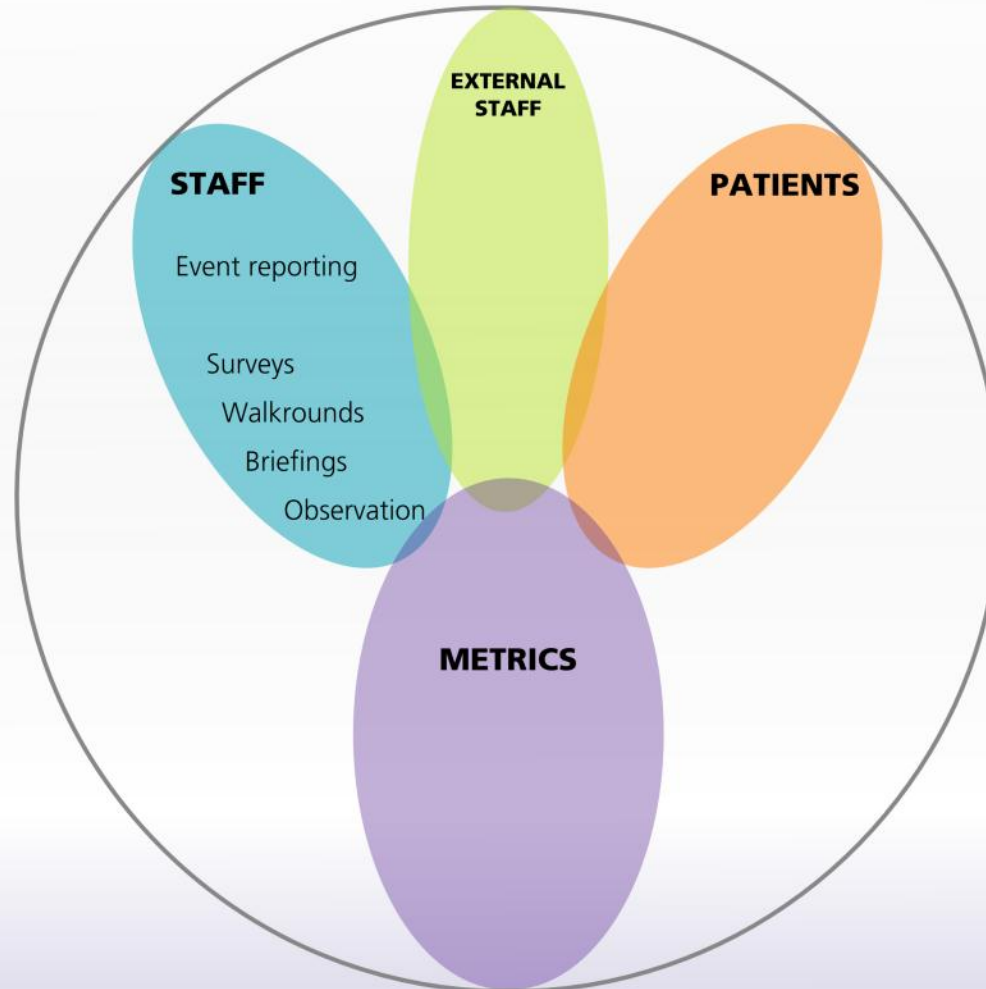


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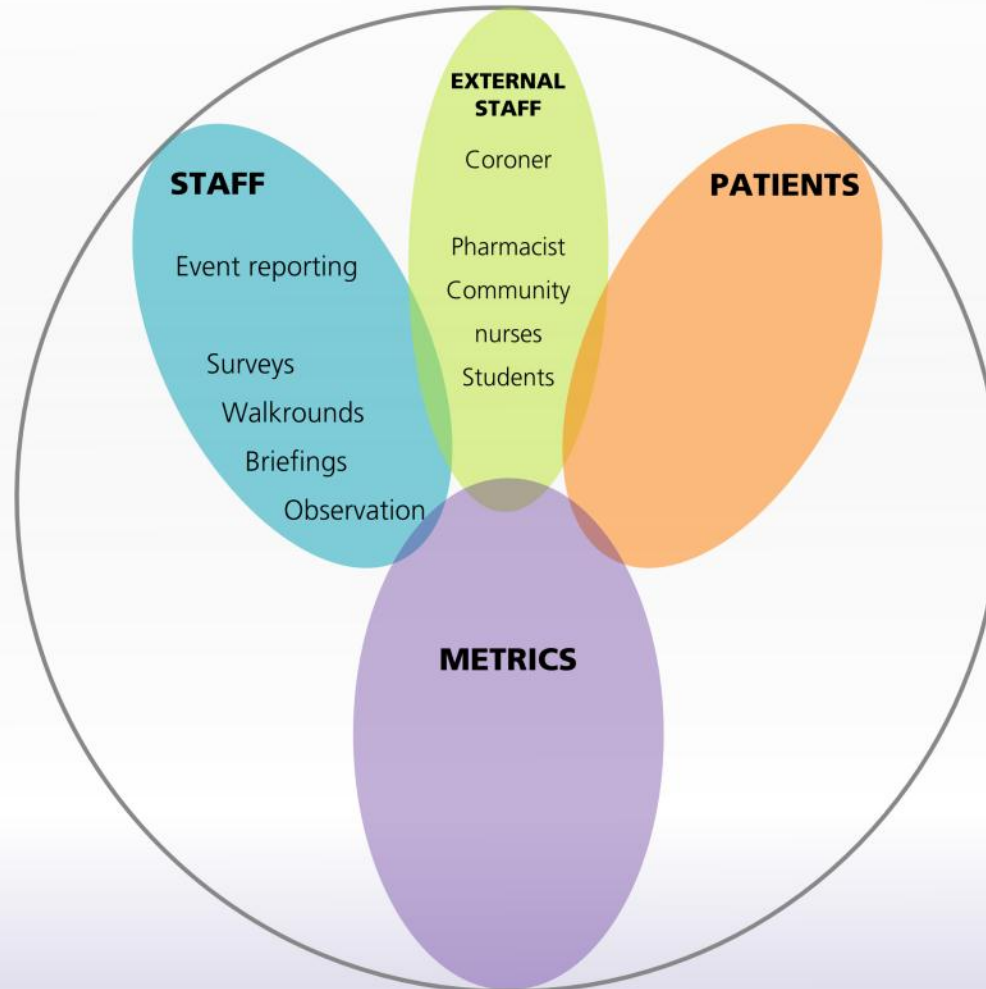


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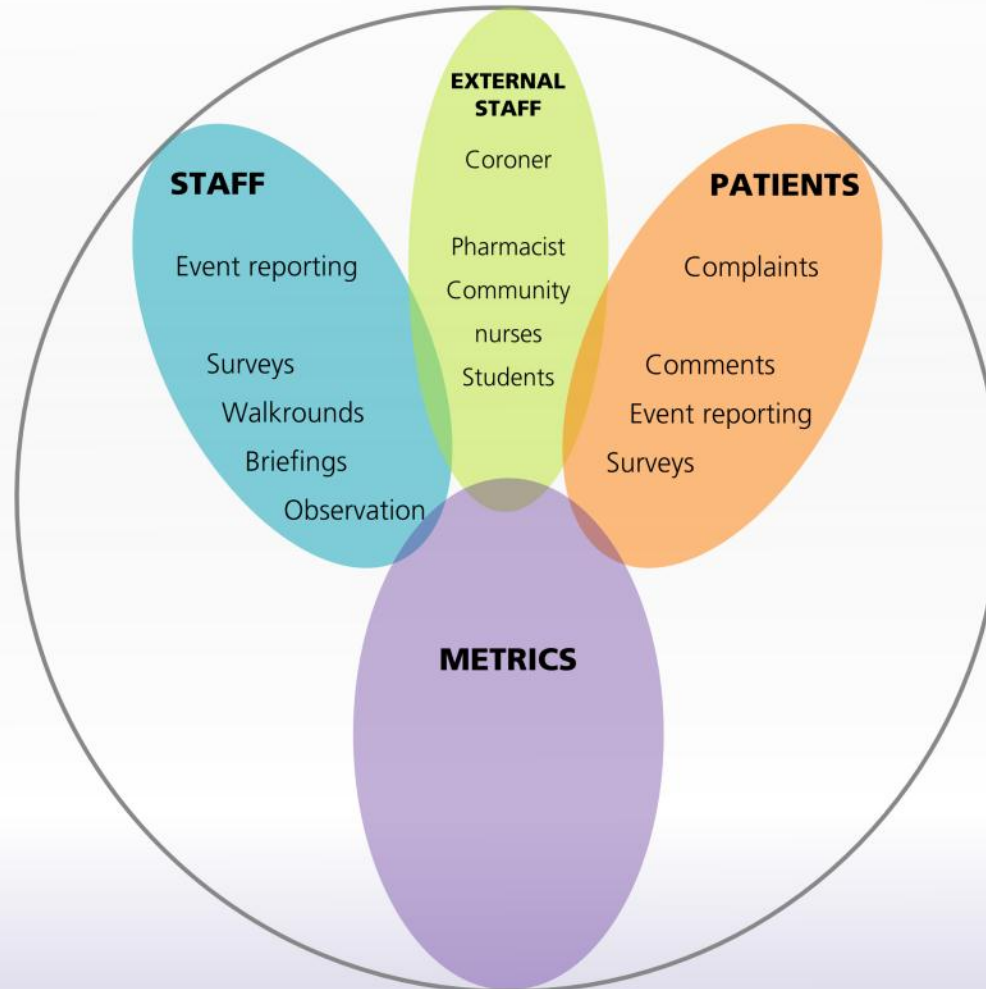


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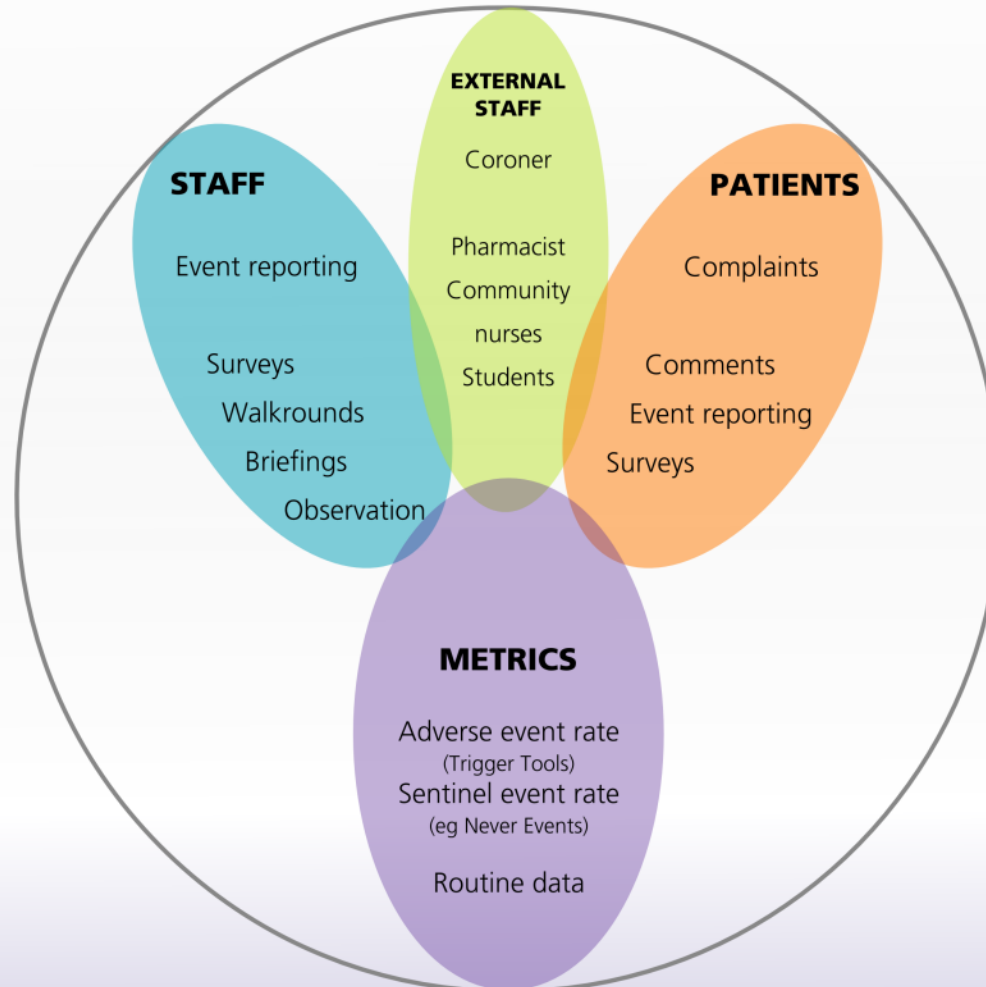


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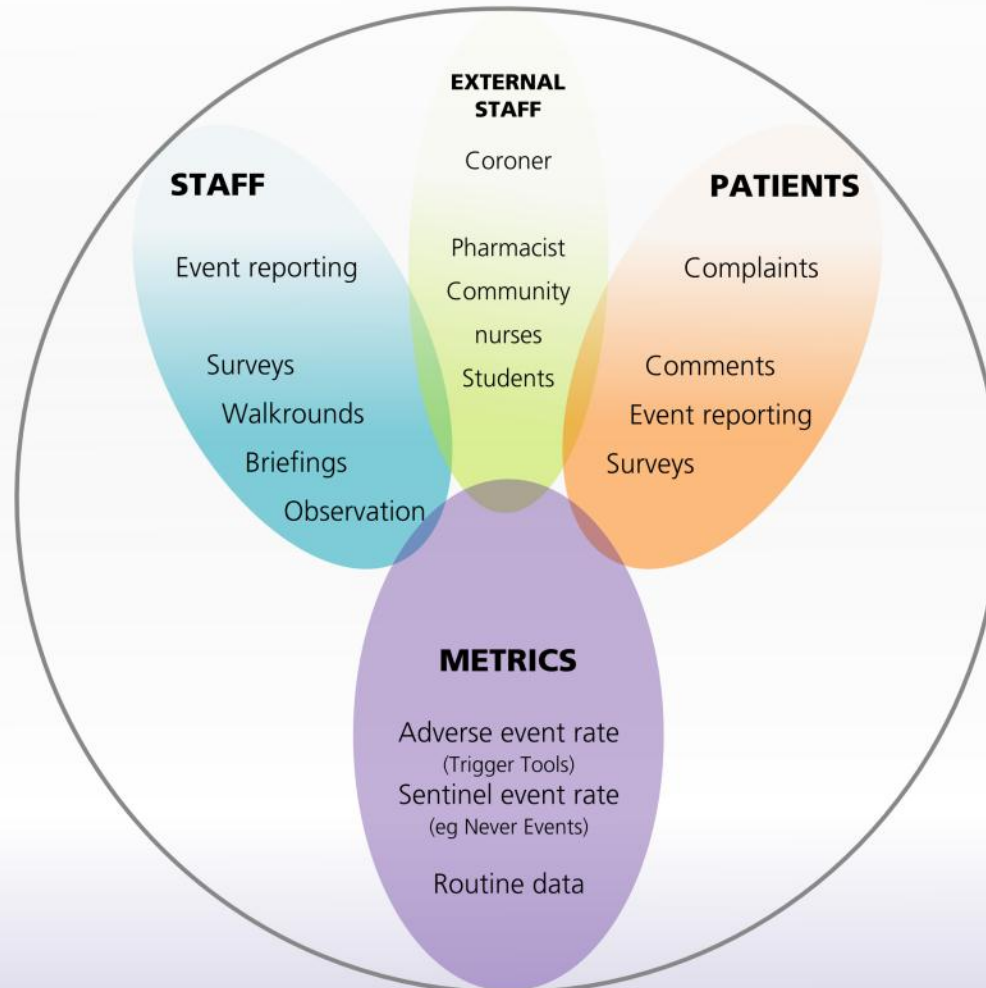


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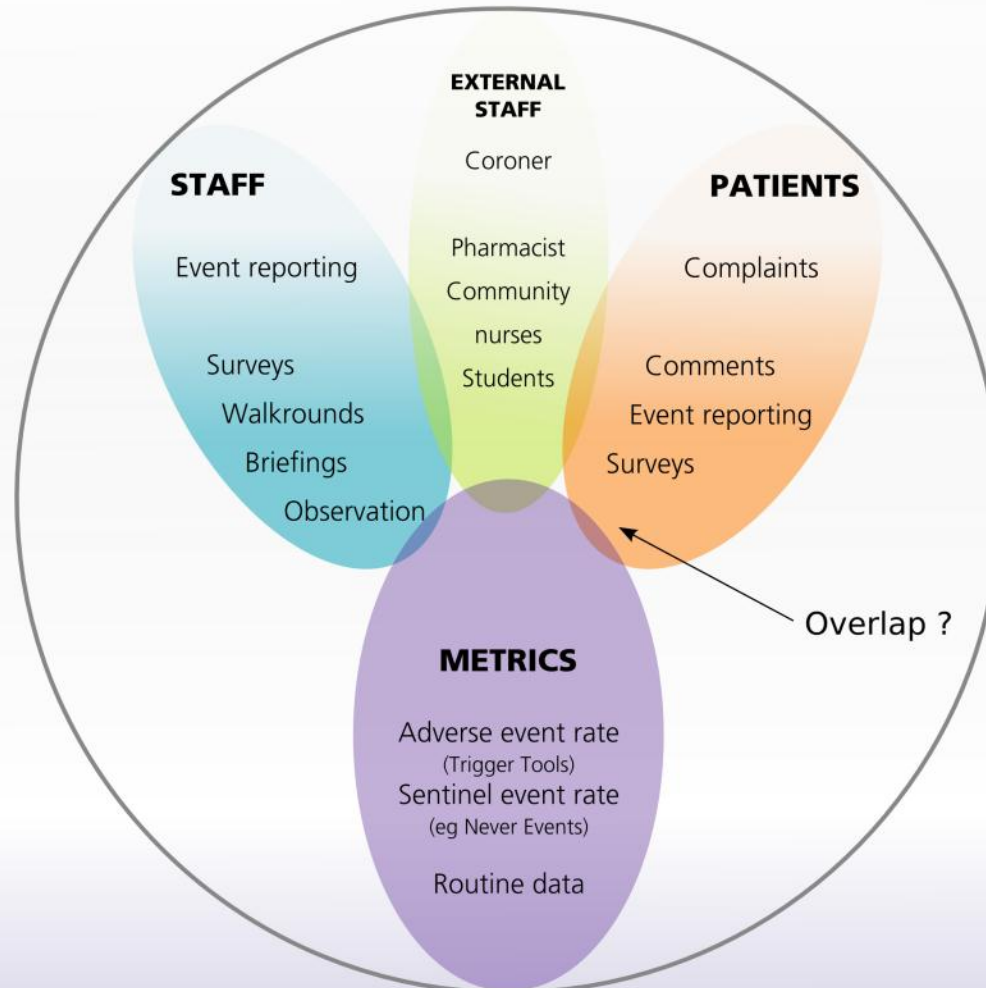


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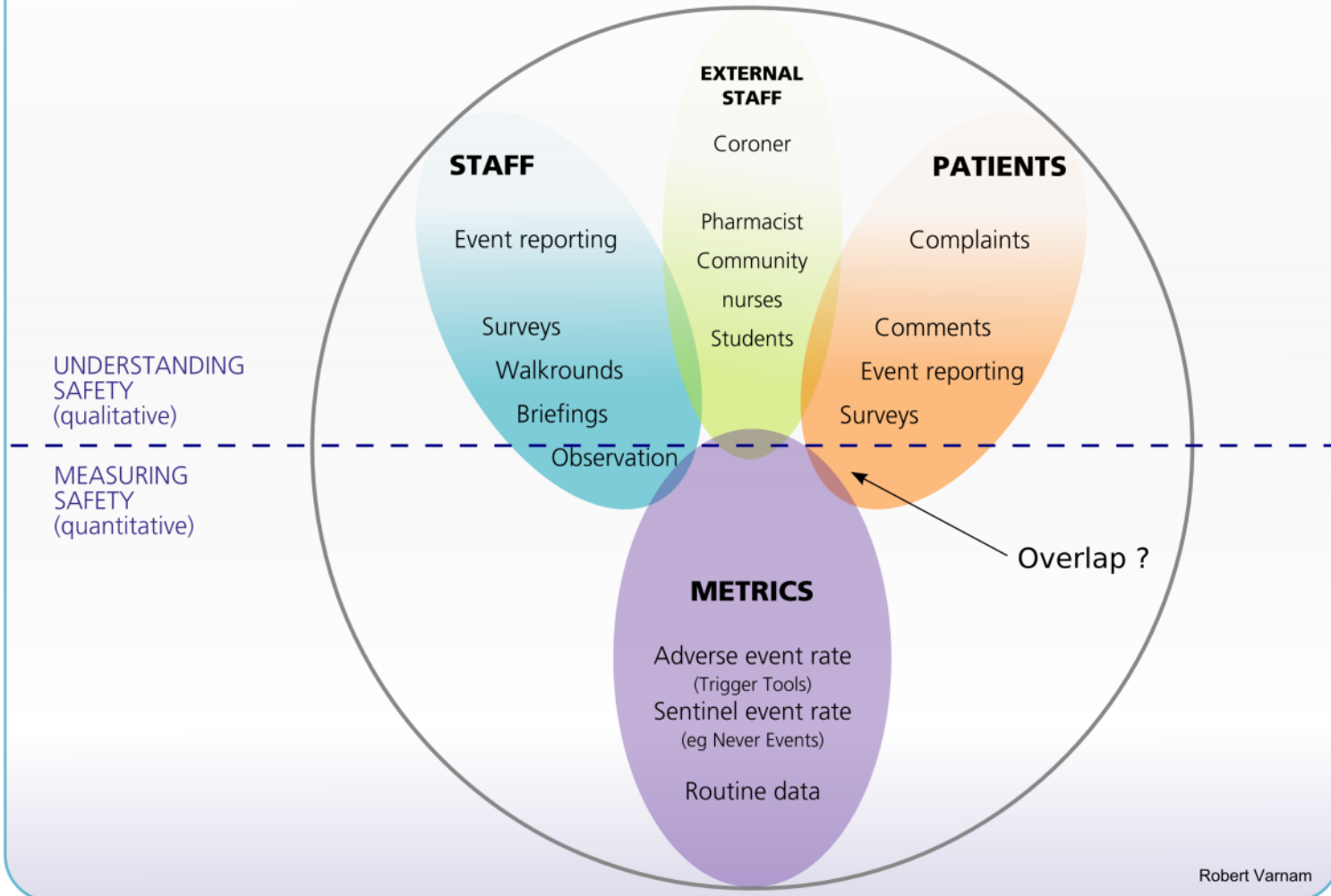


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How's your safety culture?

Manchester Patient Safety Framework (MaPSaF)

www.npsa.nhs.uk

Bad news is hidden. Messengers are "shot". Responsibilities are shirked. Failure is covered up. New ideas are crushed.

A. Why waste our time on safety?

PATHOLOGICAL

B. We do something when we have an incident

REACTIVE

Bad news may be ignored. Messengers are tolerated. Responsibility is compartmentalised. Organisation is just & merciful. New ideas create problems

C. We have systems in place to manage all identified risks

BUREAUCRATIC

D. We are always on the alert for risks that might emerge

PROACTIVE

Bad news is actively sought. Messengers are trained. Responsibilities are shared. Failure causes inquiry. New ideas are welcomed.

... is an integral part of everything that we do

GENERATIVE

Stories



The Vision

Values Based

Compliance Based



Your values as leaders in safety

- What are they?
- Is there conflict between organisational and personal values?
- Do you transmit your values?
- Do you live by your values?

Burning platform or Burning Desire?



Get Going

- Google definition of lead:

The initiative in an action; an example for others to follow

- The importance of getting going
- The importance of being visible
- The importance of setting an example

But I'm not the Med Dir, CEO, FD...

- Leadership does not have to be positional
- Relying on position to drive change is often flawed
- Because I said so....



Leading your teams to action

- Because it's the right thing to do
- Because we believe in it
- Because we want to
- Because we know the platform is on fire



But above all we have burning desire



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Pick something...

- What is keeping you up at night
- What last made you think: *that was close*
- What do you moan to your spouse/partner about when you get home
- What challenges your values
- What is the heat source on your back

... and get started !

Dr. Richard Jenkins

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Dr. Robert Varnam

RobertVarnam@institute.nhs.uk