

# MHP: TEAM MEMBERS



## A case for a massive hemorrhage protocol

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# DISCLOSURE

No Conflicts

# MHP: TEAM MEMBERS

## OUTLINE

- MHP Framework
- Team Performance
- Leadership and Teamwork
- Team Composition
- Team Training

# MHP FRAMEWORK

## Complex Intervention



RESUCITATION/ PROCEDURES  
OR  
IR



# TEAM PERFORMANCE

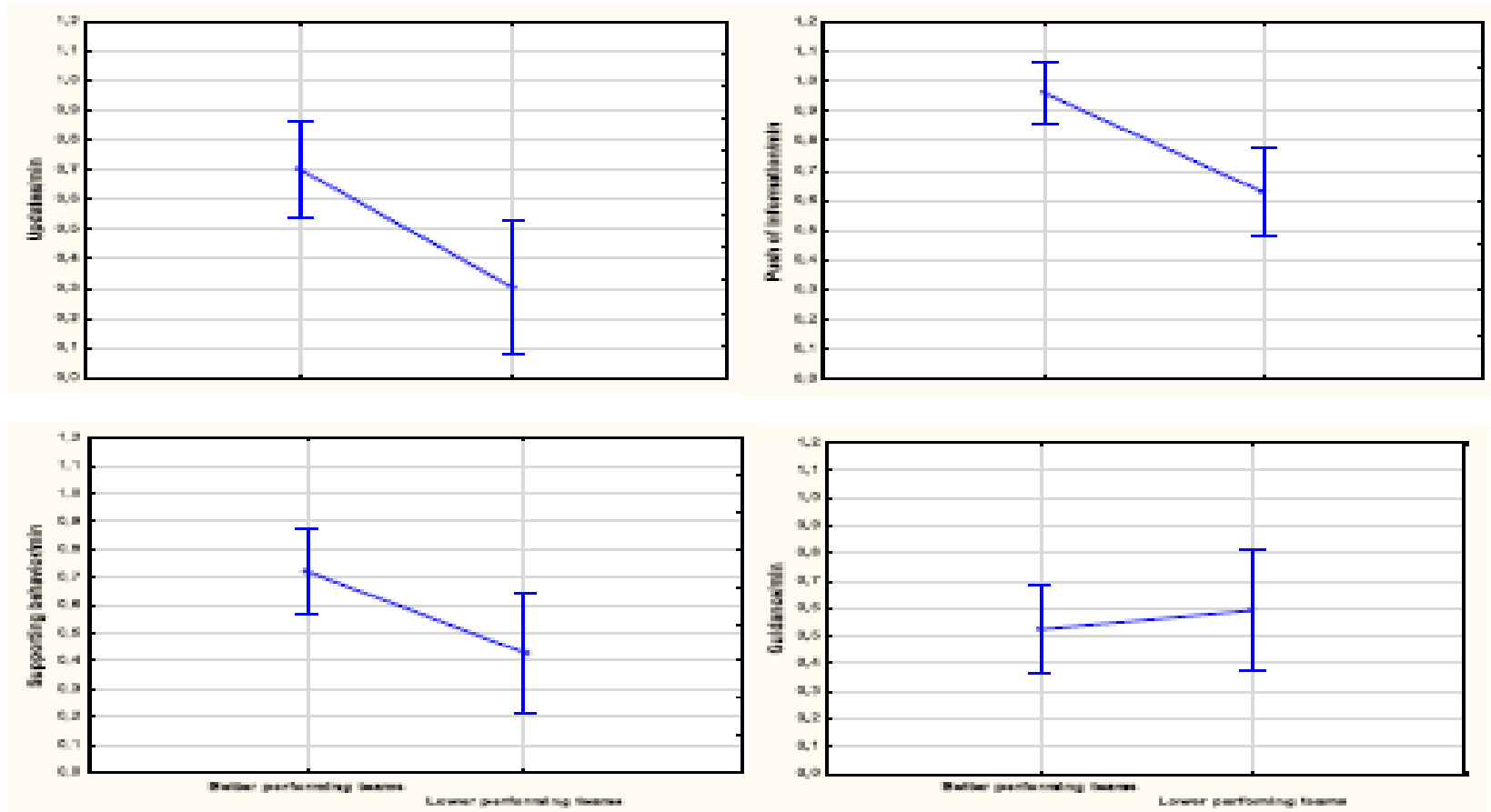
- **Ergonomics**  
detailed understanding of tasks and key processes
- **Technical Skills**  
promoting development and assessing application
- **Non-technical Skills**  
leadership, communication, teamwork, situation awareness (shared mental model)

# NON-TECHNICAL SKILLS

**Table 1** Team leader behavioral markers of Shared Mental Models based on the categories described by Salas et al. [11] and its relation to the observed variables in the present study

Shared Mental Model categories	Behavioral markers	Observed behavior
Team orientation	Share information	Provide information before being asked ("push" of information)
Backup behavior	Provide support	Provides assistance before being asked
Monitoring and adaptability	Team initiative	Provides guidance or makes suggestions to other team members
Leadership	Communicating situational awareness	Providing updates to the team

# NON-TECHNICAL SKILLS



# HIGH-PERFORMING TEAMS

Change communication patterns with increased workload

Pulling (requesting)  Pushing (presenting)

Global Anticipation Ratio (presenting/requesting)

Increase in ratio – strong indicator of SMM

Direct (vs. empowering) leadership most effective in higher ISS and team less experienced

# TEAM COMPOSITION



- Physician Lead – “Local”
- Nursing Lead
- Charting Nurse
- Code Nurse
- Anesthesia resident
- Rapid Response Team
- Porter
- MLT – BB
- MLT – Coagulation
- OB: back up anesthesia, second call OB, neonatologist, NICU RN
- Chaplain



- Physician Lead – “Local”
- Nursing Lead
- Charting Nurse
- Code Nurse
- Anesthesia
- Porter
- MLT – BB & Coagulation
- OB: Obstetrician on call

# TEAM MEMBERS

- Good and clear communication



# TEAM MEMBERS

- Crowd and noise control



# TEAM TRAINING

- Didactic training teaching and simulations – improves team performance
- Assess performance/ review
- Small hospitals - more training, drills, simulations

# MHP: TEAM MEMBERS SUMMARY

- MHP Complex Intervention
- Team Performance – ergonomics, technical and non-technical skills
- Code Lead & Clear Roles for All
- Regular Training/ Performance Assessment

# Thank You