

# NED 2024



**SPRING FORWARD: Strengthening  
Skills and Engaging with Colleagues**

**ITHS**

Institute of Translational Health Sciences  
ACCELERATING RESEARCH. IMPROVING HEALTH.

# SPEAKING TRUTH TO POWER & NAVIGATING POWER DYNAMICS AT WORK



**Teddy Johnson**

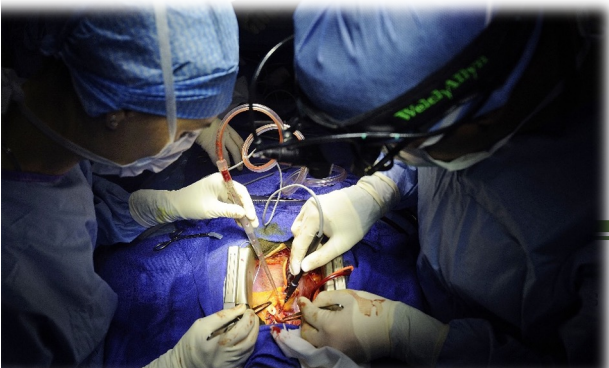
*ITHS Director of Technology Development*

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# My Points of View



How would you feel if you had to pause a “timeout” prior to surgery?





Sometimes it's especially important to do things right.

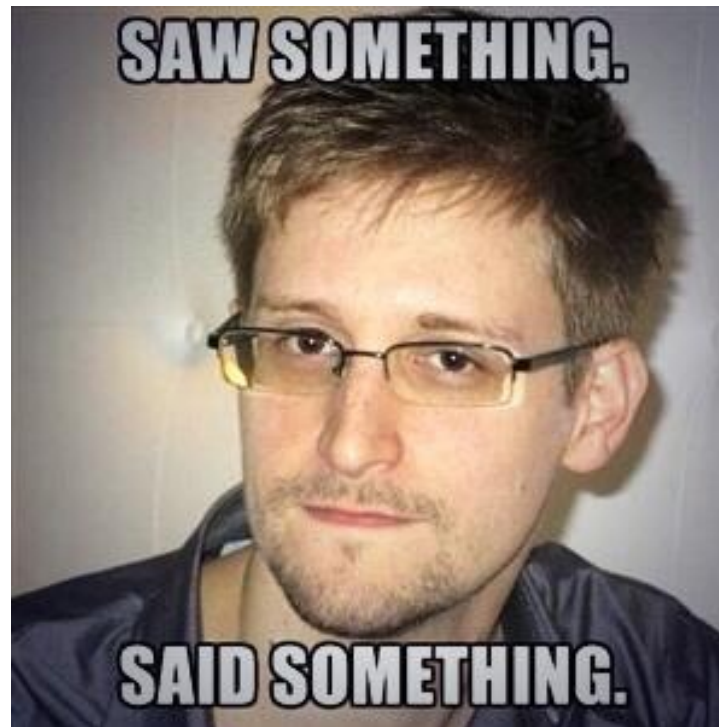
SURGICAL TIME OUT CHECKLIST	
DATE: August 28	MED. REC. #: 15022376
PATIENT: Jonathan Williams	
DATE OF BIRTH: April 2, 1998	WEIGHT: 88 kg
PROCEDURE: Lap Appy	
<div style="display: flex; justify-content: space-between;"> <div> <p><b>PATIENT POSITION</b></p> <p>Supine</p> <p><b>SURGEON</b></p> <p>JAMES BLAKE, MD</p> <p>VICTORIA CHANG, MD</p> <p><b>ASSISTANT</b></p> <p>PATRICIA HARRIS, CFA</p> <p><b>ANESTHESIOLOGIST</b></p> <p>TAYLOR DISALVO, MD</p> <p><b>CRNA</b></p> <p>CHRIS HOWE, CRNA</p> <p><b>SCRUB</b></p> <p>REBECCA LIND, RN</p> <p><b>CIRCULATOR</b></p> <p>BRIAN POWELL, RN</p> <p><b>OTHER</b></p> <p>WILLIAM TRAVIS, SURGICORP</p> </div> <div> <p>1. CONFIRMED PATIENT IDENTITY, SITE, PROCEDURE &amp; CONSENT?</p> <p>2. IF APPLICABLE, IS THE SITE MARKED BY THE SURGEON?</p> <p>3. ANESTHESIA MEDICATION &amp; EQUIPMENT CHECKED?</p> <p>4. PULSE OXIMETER ON THE PATIENT AND FUNCTIONING?</p> <p>5. KNOWN ALLERGIES?</p> <p>6. DIFFICULT AIRWAY OR ASPIRATION RISK? EQUIPMENT AND ASSISTANCE AVAILABLE?</p> <p>Meds and fluids available?</p> <p>1. SURGICAL TEAM INTRODUCTIONS AND ROLES?</p> <p>2. CONFIRMED PATIENT NAME, PROCEDURE AND INCISION SITE?</p> <p>3. IF APPLICABLE, ANTIBIOTIC PROPHYLAXIS GIVEN WITHIN THE PAST 60 MINUTES?</p> <p>4. SURGEON: CRITICAL STEPS, DURATION, AND ANTICIPATED BLOOD LOSS?</p> <p>5. ANESTHETIST: ANESTHESIA TYPE? PATIENT-SPECIFIC CONCERNS?</p> <p>6. NURSING TEAM: STERILITY CONFIRMED? EQUIPMENT ISSUES OR CONCERNS?</p> <p>1. NAME OF THE PROCEDURE VERBALLY CONFIRMED?</p> <p>2. INSTRUMENT, SPONGE, AND NEEDLE COUNTS COMPLETED?</p> <p>PACU: Pain Management?</p> <p>PACU: Ventilation?</p> <p>FIRE RISK ASSESSMENT: LOW 1 MED 2 HIGH 3</p> </div> <div> <p>BEFORE ANESTHESIA INDUCTION</p> <p>BEFORE SKIN INCISION</p> <p>BEFORE PATIENT LEAVES O.R.</p> <p>NO YES</p> </div> </div>	



Homeland Security tells us....

if you  
**SEE** | **SAY**  
something | something®

Was it good idea?



## What is Power?





Who has a voice?



## Whose opinion matters?



How do we create this dynamic?



# Learning Objectives

- 1 Identify power dynamics in a given situation
- 2 Consider the multiple perspectives involved
- 3 Create opportunities to make your voice heard



# It's all about You.

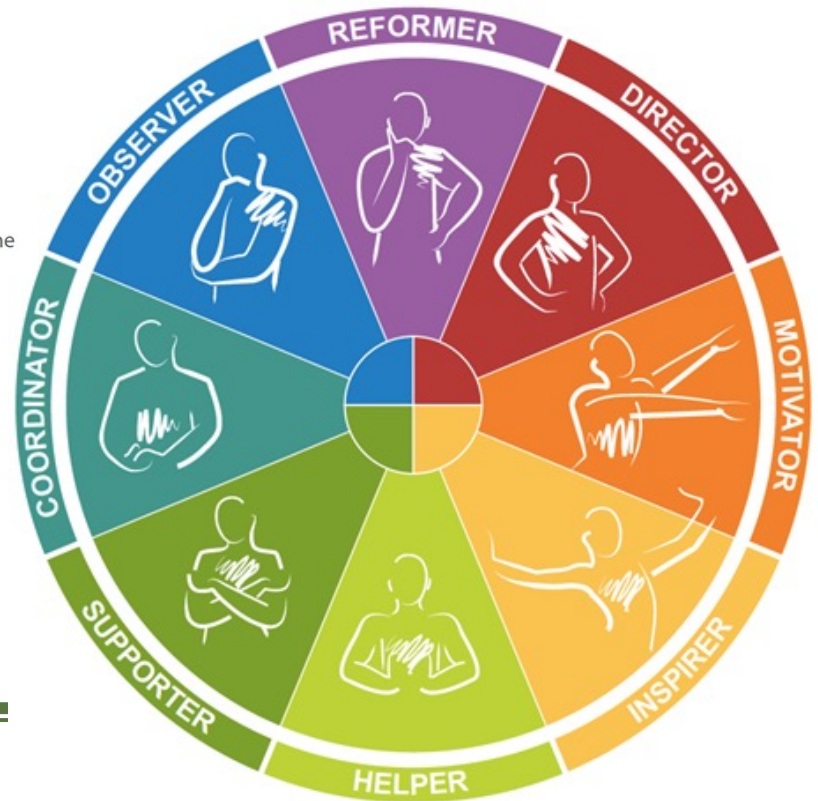
Because we can't change anyone else....



# How would you categorize yourself?

The order and strength of the four colour energies in each participant generates eight types:

- Director** | Extraverted Thinking | Results focus, decisive, assertive
- Motivator** | Extraverted Intuition | Drive, enthusiasm, positive thinking
- Inspirer** | Extraverted Feeling | Persuasive, creative, people skills
- Helper** | Introverted Intuition with Extraverted Sensing | Flexible and helps others, shared ideas
- Supporter** | Introverted Feeling | Listens, loyal, team approach
- Coordinator** | Introverting Sensing | Planning, organising, time management
- Observer** | Introverted Thinking | Sets standards, Product knowledge, analysis
- Reformer** | Extraverted Sensing with Introverted Intuition | Determination, monitoring performance, discipline



Which of these characters is most like your supervisor?



Princess Leia



Gandalf

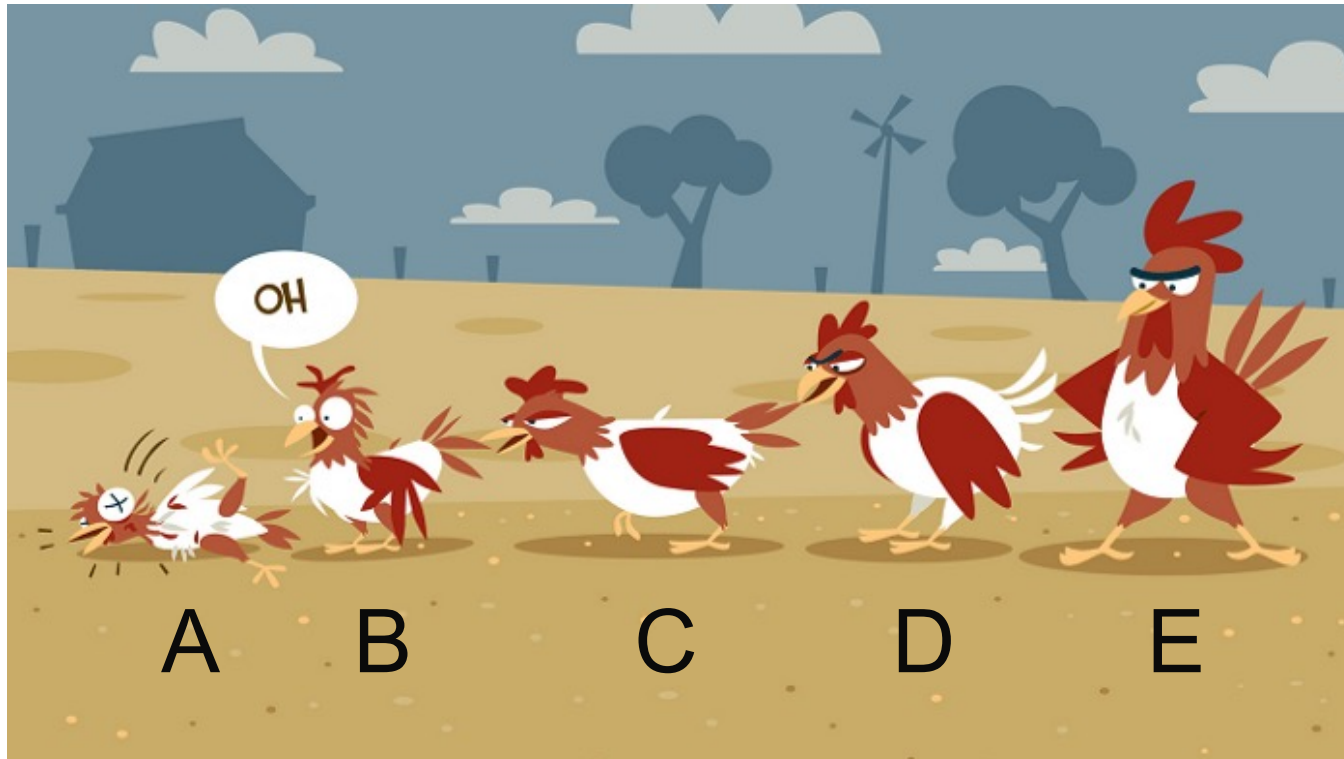


Darth Vader

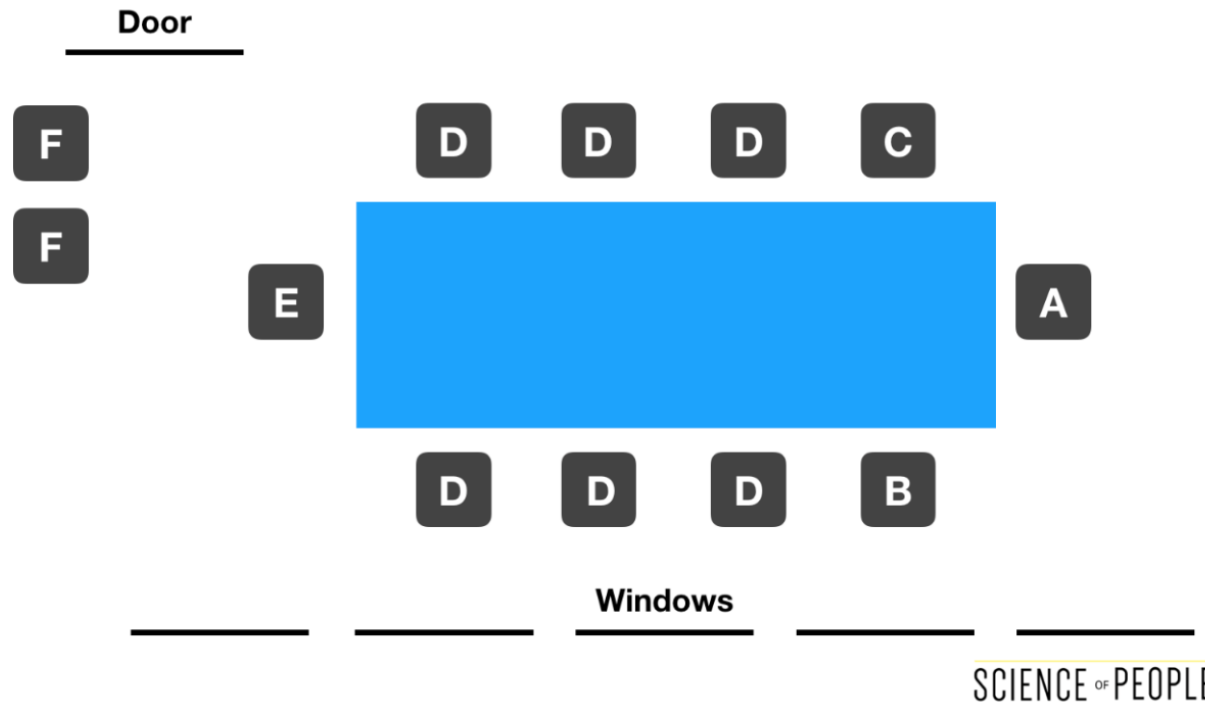


Enola Holmes

Where are you in the pecking order at work?

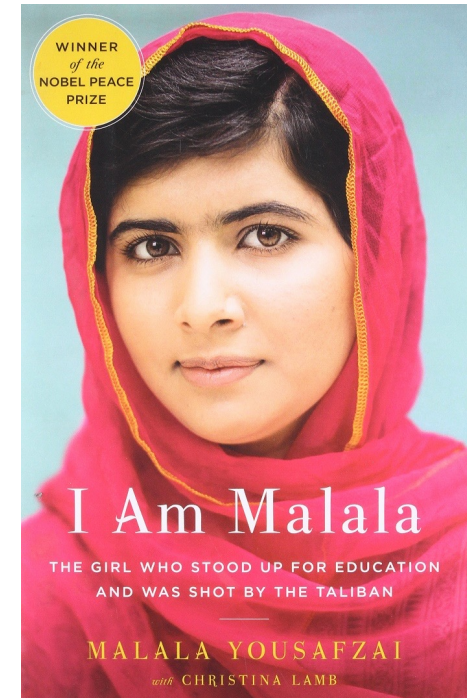


## Where do you usually sit?





## The Changing Face of Power





## The Other Side of Being in Charge

Are you...

helping?



hurting?

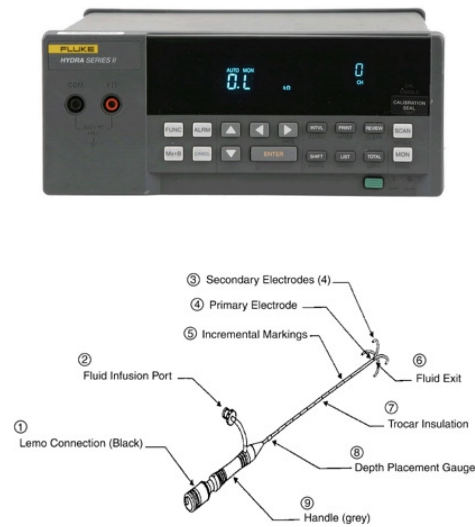
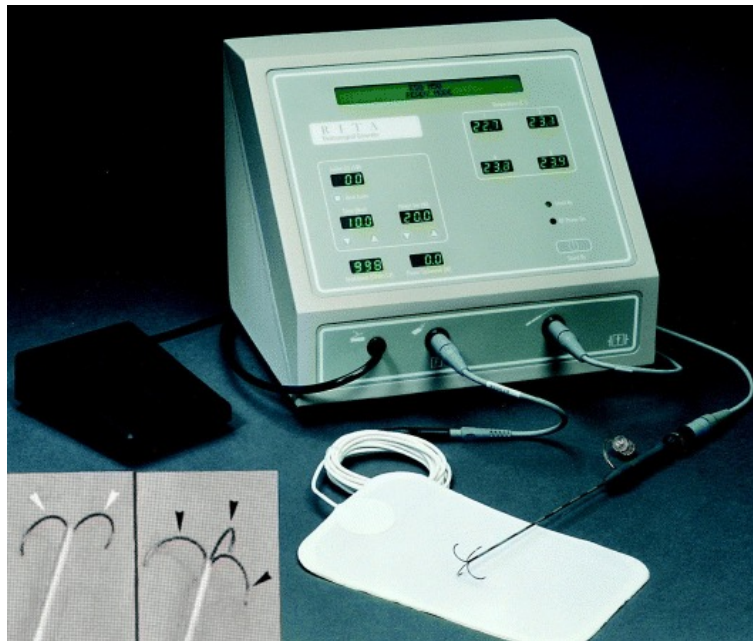


# Questions?

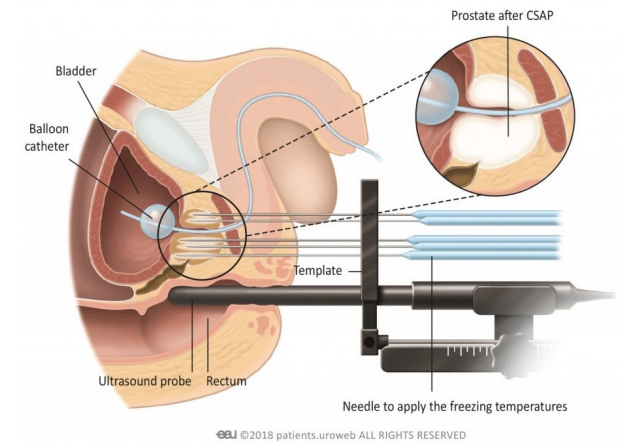
## Goal

My goal is to help you develop more comfort with communicating difficult truths.

# Multi-Center Prostate Cancer Ablation Study



# What is your role?



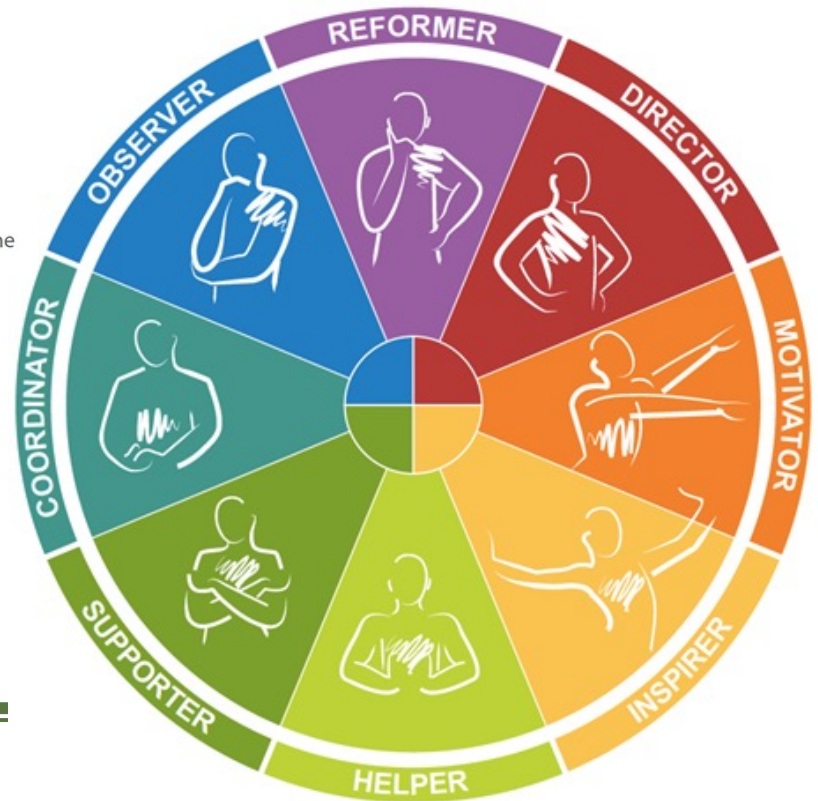
*"Teddy, am I doing this right?"*



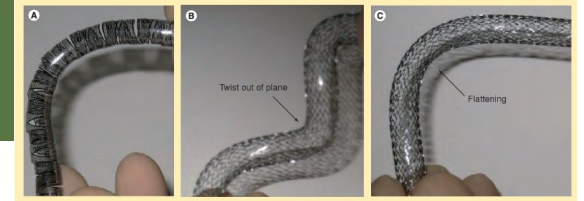
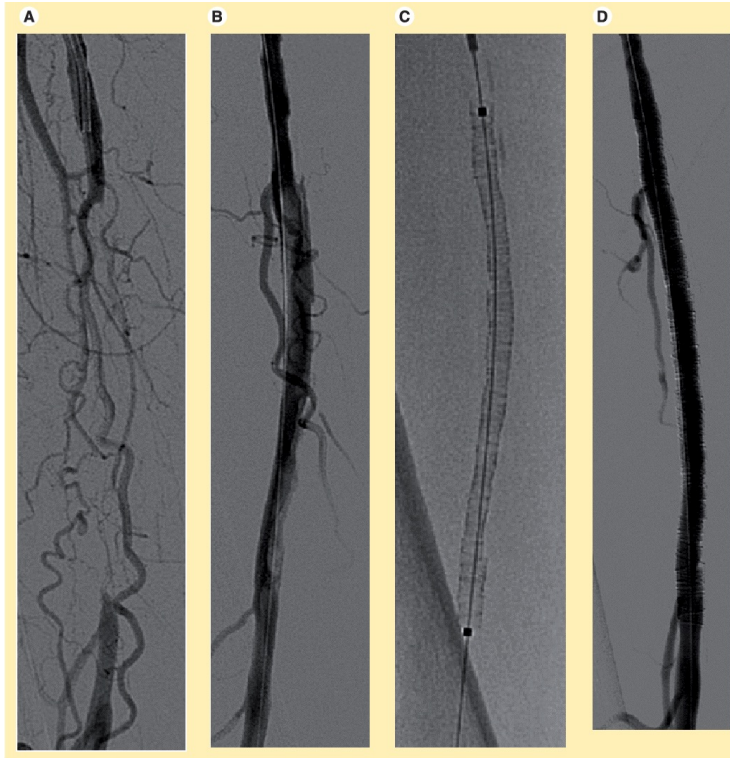
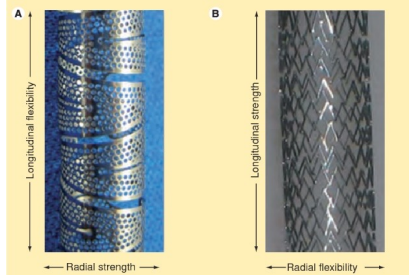
## How would others categorize you? How do you reposition yourself?

The order and strength of the four colour energies in each participant generates eight types:

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# Samba SFA Stent



## Jet-Lagged in Germany





## Building Rapport by Hanging Out and Getting to Know the Team





# Questions?





# Being Prepared for Trouble

Build affirmations and rewards.



## Show them how you can help with their problems.



Once upon a time, a group of rats were living happily under a tree in a forest. On a sunny hot day, a group of elephants, in search of water walked through the area where the rats were living. As the elephants walked, they destroyed the homes of those rats and even killed some of them. The rats ran to the king of the rats for help.

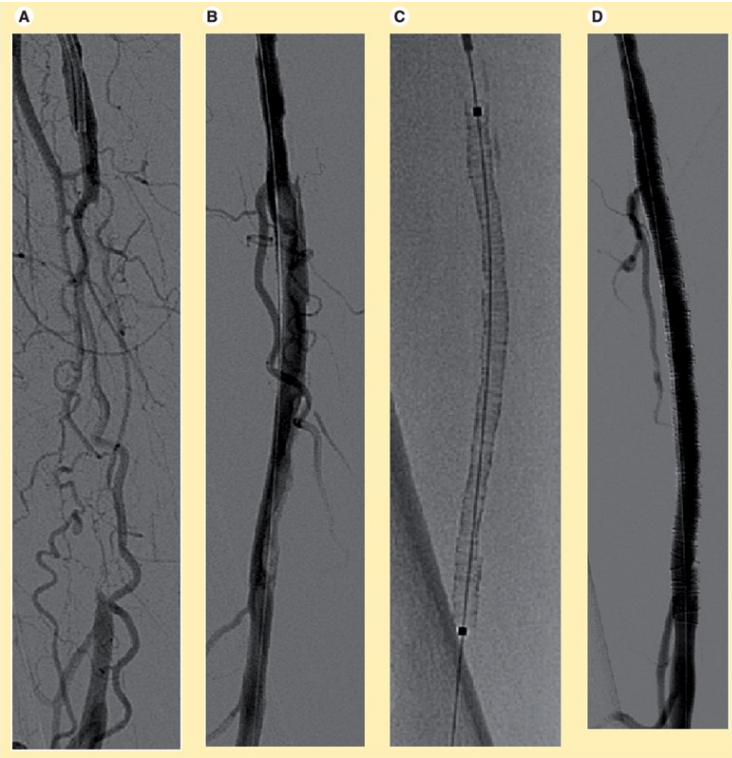
The king of the rats went to the chief of those elephants and requested that they take an alternative route to the pond. The chief of the elephants accepted the request of the rats and asked the other elephants to go the other way, without disturbing the rats.

The king of the rats was very happy and pleased by the gesture of the chief of the elephants. He thanked the elephants and promised that in return the rats would surely help the elephants when needed in the future. Hearing what the rat said, the elephants laughed thinking how could a small rat help big elephants.

After a few months, on another pleasant day, when the rats were playing they heard a loud shouts of elephants coming from the direction of the pond. The king of the rats realized that the elephants were in danger. He asked some of the strong rats in his group to come along, and they went in the direction of that sound.

Near the pond, they saw the elephants captured in traps set by some hunters. The rats quickly started biting the ropes, and soon the elephants were set free. The elephants thanked the rats and also apologized for making fun of them the other day.

## Stop the Trial?



Smart, honest CEO cared about patients

Stent expected by leading physicians to be the best in class

Stent delivery system worked well for some doctors but not others

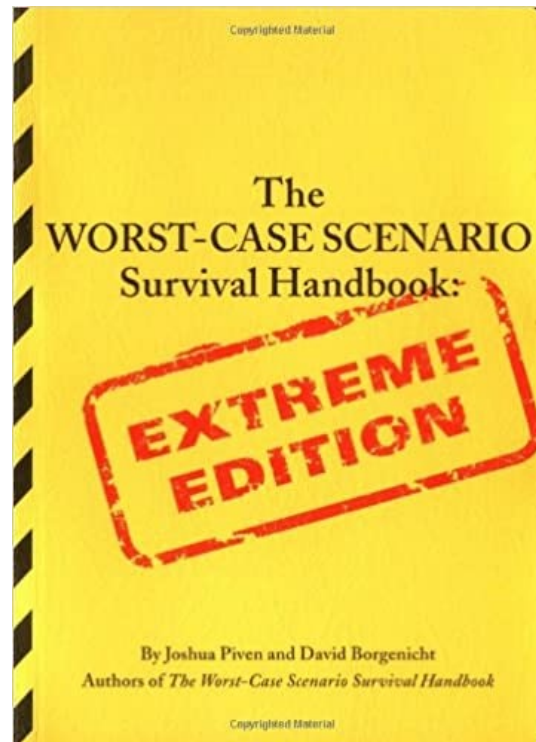
Pressure from investors to continue

Bad results could doom the company

## The Trial Continued



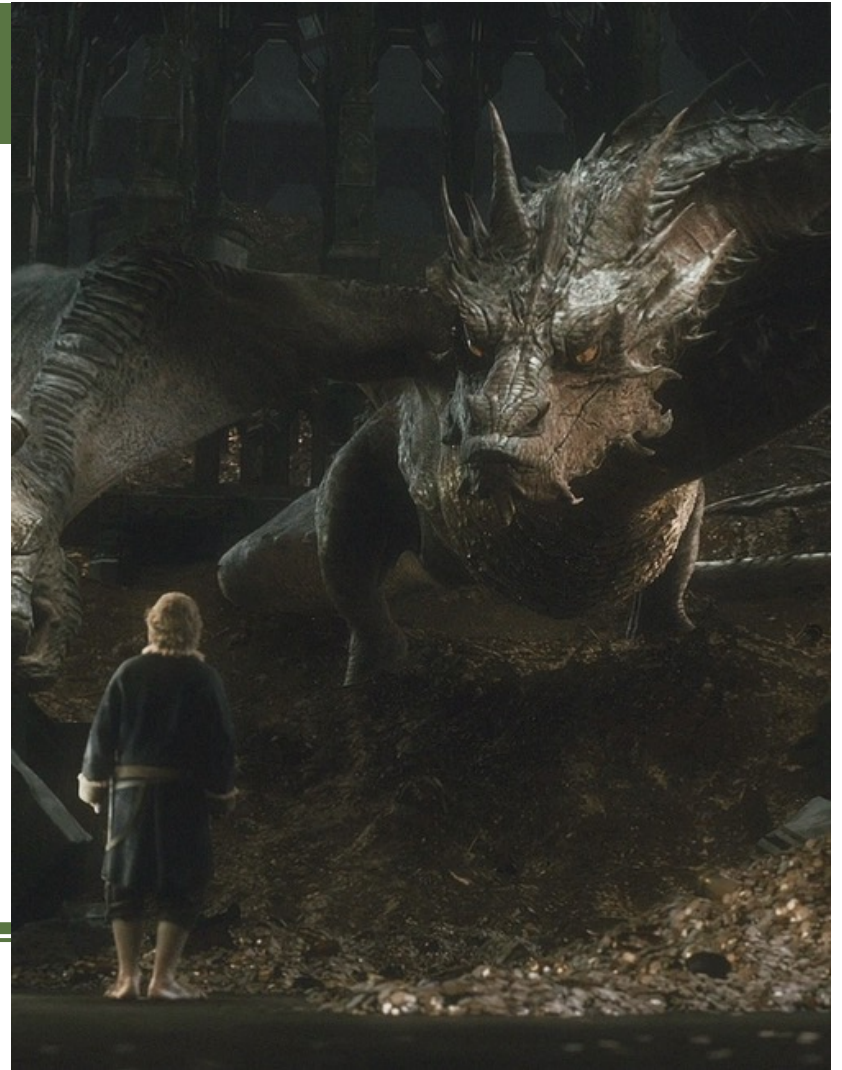
# How to Survive



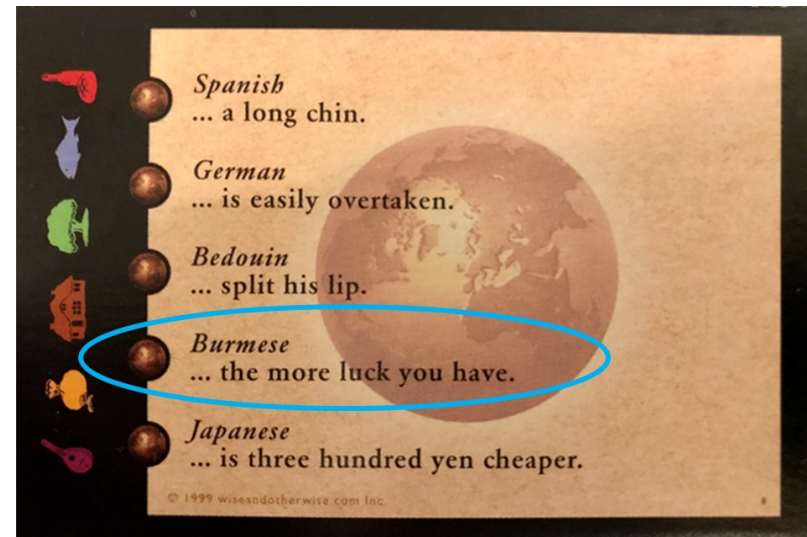
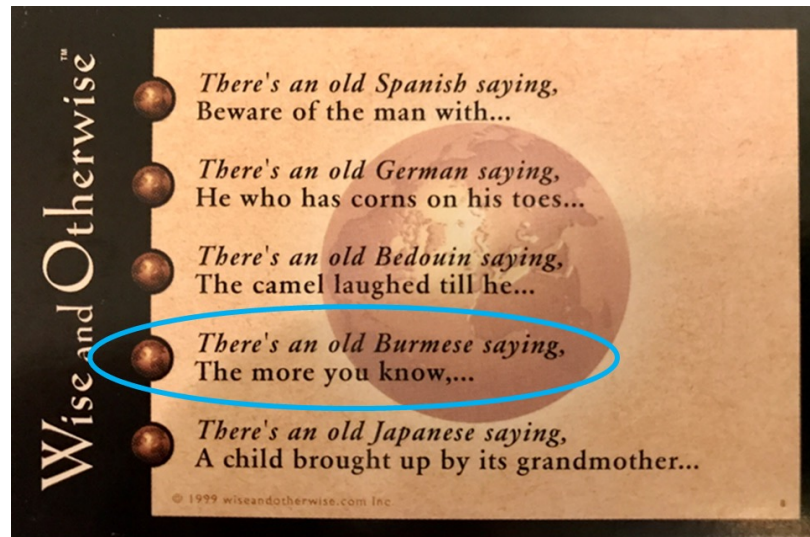


## High Stakes Situations

He wanted me to  
finish the procedure!



## Luck never hurts!



The more you know, the more luck you have.



# Thank You

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Questions?