



**HCAC 2023**  
7<sup>TH</sup> QUALITY HEALTH CARE  
CONFERENCE AND EXHIBITION  
Nov 13<sup>th</sup>-15<sup>th</sup> 2023

Globalization Toward Quality & Patient Safety  
A Future Perspective

الجودة من منظور عالمي - تطلعات مستقبلية

# How to Coproduce Patient Safety

Peter Lachman



# Learning objectives

At the end of the workshop you will be able to:

1. Apply safety methods on a day-to-day basis.
2. Develop a safety programme in your own clinical team
3. Identify strategies to implement safe, high quality, and equitable care.
4. Enable staff to become psychologically safe in the workplace.

# Programme

Introduction and challenges for safer care

Overview of the theory and methods for safer care


Table work in group to discuss how this can be applied

Stories from teams

Interactive application of the theory methods



# Table talk



**There will be  
times to talk at  
your table**

# Welcome ice breaker

A large, translucent blue ice block, likely a piece of glacial ice, rests on a dark, sandy beach. The ice has a jagged, crystalline structure and a vibrant blue hue. In the background, the ocean waves are visible, and the sky is a pale, overcast blue.

Introduce your self to your neighbour

Ask each other:

- Why did you come to the session?
- What do you want to learn?

The left side of the image features several colorful geometric shapes: a blue circle at the top left, a green triangle at the top center, a blue vertical bar on the far left, two yellow vertical dashes below it, a green square at the bottom left, a blue circle in the middle right, an orange semi-circle to its left, and a large orange circle at the bottom center with four yellow dashed lines radiating from its top edge.

# The safety challenge

# Prevalence of harm in hospitals

## RESEARCH

 OPEN ACCESS

 Check for updates

## Prevalence, severity, and nature of preventable patient harm across medical care settings: systematic review and meta-analysis

Maria Panagioti,<sup>1</sup> Kanza Khan,<sup>1</sup> Richard N Keers,<sup>2</sup> Aseel Abuzour,<sup>2</sup> Denham Phipps,<sup>2</sup> Evangelos Kontopantelis,<sup>1</sup> Peter Bower,<sup>1</sup> Stephen Campbell,<sup>1</sup> Razaan Haneef,<sup>3</sup> Anthony J Avery,<sup>4</sup> Darren M Ashcroft<sup>1</sup>

### ABSTRACT

drugs (25%, 95% confidence interval 16% to 34%)

2019

Around one in 20 patients are exposed to preventable harm in medical care

SPECIAL ARTICLE [FREE PREVIEW](#)

## The Safety of Inpatient Health Care

David W. Bates, M.D., David M. Levine, M.D., M.P.H., Hojjat Salmasian, M.D., Ph.D., M.P.H., Ania Syrowatka, Ph.D., David M. Shahian, M.D., Stuart Lipsitz, Sc.D., Jonathan P. Zebrowski, M.D., M.H.Q.S., Laura C. Myers, M.D., M.P.H., Merranda S. Logan, M.D., M.P.H., Christopher G. Roy, M.D., M.P.H., Christine Iannaccone, M.P.H., Michelle L. Frits, B.A., [et al.](#)

**BACKGROUND** Adverse events during hospitalization are a major cause of patient harm, as documented in the 1991 Harvard Medical Practice Study. Patient safety has changed substantially in the decades since that study was conducted, and a more current assessment of harm during hospitalization is warranted.

2023

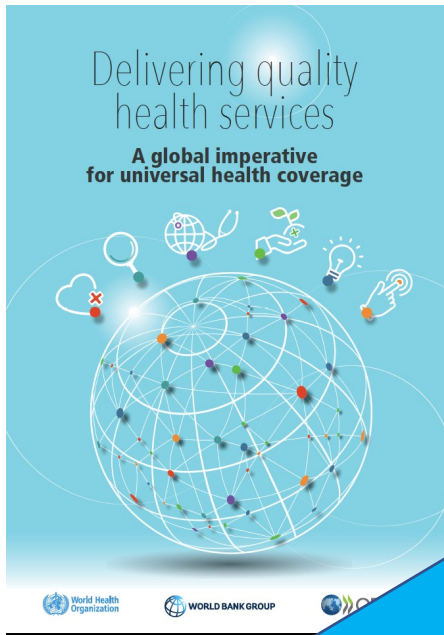
January 12, 2023

N Engl J Med 2023; 388:142-153

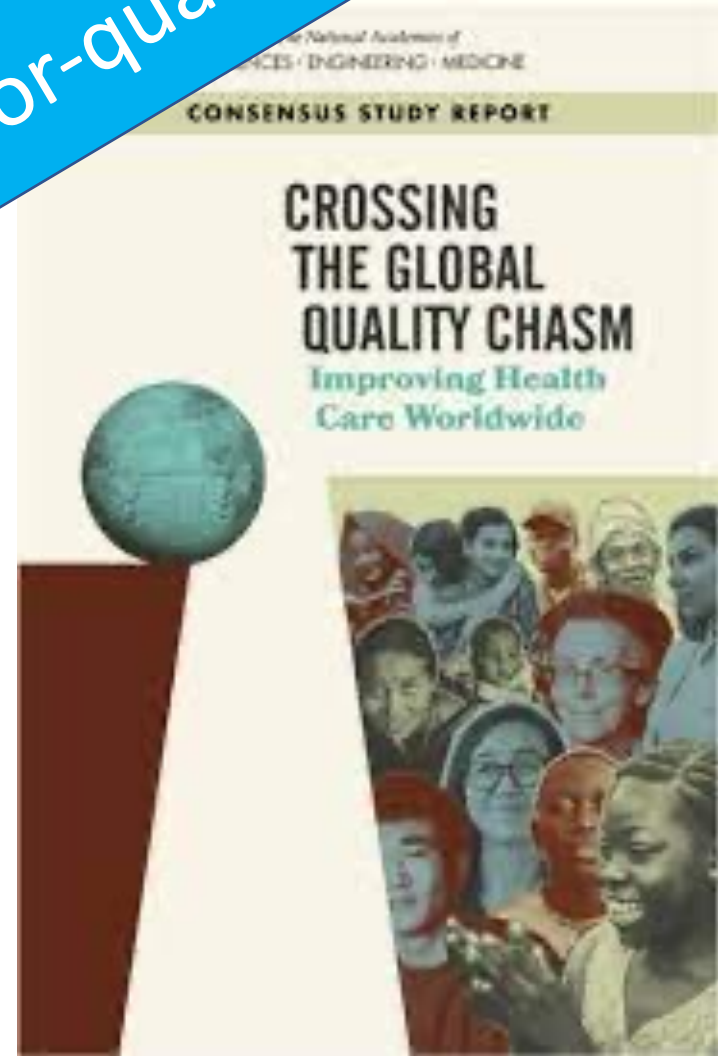
DOI: 10.1056/NEJMsa2206117

Print Subscriber? [Activate your online access.](#)

In a random sample of 2809 admissions, we identified at least one adverse event in 23.6%. Among 978 adverse events, 222 (22.7%) were judged to be preventable and 316 (32.3%) had a severity level of seriousness



8 million deaths from unsafe or poor-quality care



The Lancet Global Health Commission

High-quality health systems in the Sustainable Development Goals era: time for a revolution

Margaret E Krusk, Anna D Gage, Catherine Arseneault, Keely Jordan, Hannah H Leslie, Sanam Roder-DeWan, Olusoji Adesiyi, Pierre Barker, Bernadette Daelmans, Svetlana V Doubova, Mike English, Ezequiel Garcia Elorrio, Frederico Guanais, Oye Gureje, Lisa R Hirschhorn, Lixin Jiang, Edward Kelley, Ephrem Tekle Lemango, Jerker Liljestrand, Address Malata, Tanya Marchant, Malebona Precious Matsoso, John G Meara, Manoj Mohanan, Youssoupha Ndiaye, Ole F Norheim, K Srinath Reddy, Alexander K Rowe, Joshua A Salomon, Gagan Thapa, Nana A Y Twum-Danso, Muhammad Pate

**Executive summary**  
Although health outcomes have improved in low-income and middle-income countries (LMICs) in the past several decades, a new reality is at hand. Changing health needs, and children receive less than half of recommended clinical actions in a typical preventive or curative visit, less than half of suspected cases of tuberculosis are correctly managed, and fewer than one in ten people



Lancet Glob Health 2018  
Published Online  
September 5, 2018  
[http://dx.doi.org/10.1016/S2214-109X\(18\)30286-3](http://dx.doi.org/10.1016/S2214-109X(18)30286-3)





# Table talk 2




**What do you think  
are top 5 safety  
challenges?**

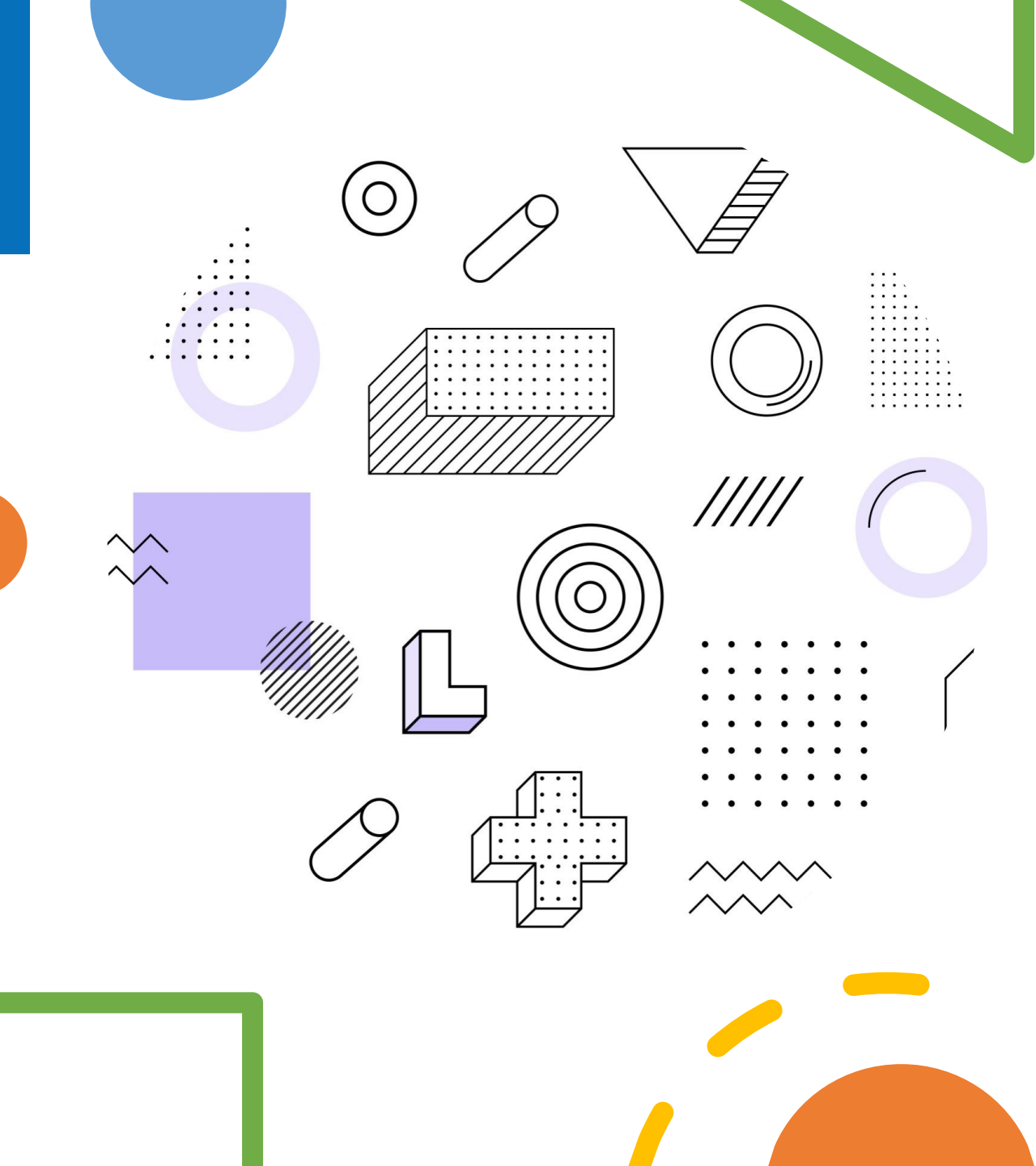


# Jargon


# Complex theory



**We aim to translate jargon and  
complex theory into action you  
can do every day as you hardwire  
safety into daily work**



# Challenges for patient safety



**Despite knowing what to do we  
still do not know how to get  
people to do the right thing**

# The challenge of implementation

QUALITY OF CARE

By David W. Bates and Hardeep Singh

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## **Two Decades Since *To Err Is Human*: An Assessment Of Progress And Emerging Priorities In Patient Safety**

# The challenge of inequity

“Health equity means that every person has a fair and just opportunity to be as healthy and safe as possible.”

# The challenge of inequity

- Marginalised patient groups have more patient safety incidents which exacerbate health inequalities



COMMENTARY

## Achieving Zero Inequity: Lessons Learned from Patient Safety

Tejal Gandhi, MD, MPH, CPPS  
May 27, 2021

Numerous lessons and strategies that have evolved over the last 20 years in the realm of patient safety can now be applied to inform strategic efforts to improve equity in health care.

• Health inequalities identifies an additional line of action in patient safety

OPEN ACCESS [Check for updates](#)

## Action on patient safety can reduce health inequalities

Providers and health systems should use ethnic differences in risk of harm from healthcare to reimagine their role in reducing health inequalities, write **Cian Wade and colleagues**

Cian Wade,<sup>1,2</sup> Akanksha Mimi Malhotra,<sup>3</sup> Priscilla McGuire,<sup>1</sup> Charles Vincent,<sup>4</sup> Aidan Fowler<sup>1</sup>

Health inequalities are widening in many high income countries and have been thrown into focus by the covid 19 pandemic.<sup>1-4</sup> Not only have black, Hispanic, Asian, and other marginalised ethnic

- General harms: dehydration, falls, hospital acquired infection, delayed detection and response to clinical deterioration



# Lived experience of healthcare workers



# Impact of alienation



# Impact of burnout on patient safety 2023

Physicians with burnout are twice as likely to be involved in patient safety incidents and show low professionalism, and over twice as likely to receive low satisfaction ratings from patients.

170 observational studies with 239246 physicians

 OPEN ACCESS

 Check for updates

For numbered affiliations see end of the article

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alexander.hodkinson@manchester.ac.uk  
(or @drAlexHodkinson on Twitter;  
ORCID 0000-0003-2063-0977)

Additional material is published online only. To view please visit

## Associations of physician burnout with career engagement and quality of patient care: systematic review and meta-analysis

Alexander Hodkinson,<sup>1,9</sup> Anli Zhou,<sup>1</sup> Judith Johnson,<sup>2,3</sup> Keith Geraghty,<sup>1</sup> Ruth Riley,<sup>4</sup> Andrew Zhou,<sup>5</sup> Efharis Panagopoulou,<sup>6</sup> Carolyn A Chew-Graham,<sup>7</sup> David Peters,<sup>8</sup> Aneez Esmail,<sup>1</sup> Maria Panagioti<sup>1,9</sup>

### ABSTRACT

#### OBJECTIVE

To examine the association of physician burnout with the career engagement and the quality of patient care globally.

#### DESIGN

Systematic review and meta-analysis.

heterogeneity, and meta-regressions assessed for potential moderators with significance set using a conservative level of  $P < 0.10$ .

#### RESULTS

4732 articles were identified, of which 170 observational studies of 239 246 physicians were included in the meta-analysis. Overall burnout in

# The challenge of culture

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REVIEW ARTICLE

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## The Relationship Between Patient Safety Culture and Patient Outcomes: A Systematic Review

*Margaret Hardt DiCuccio, RN, MSN*

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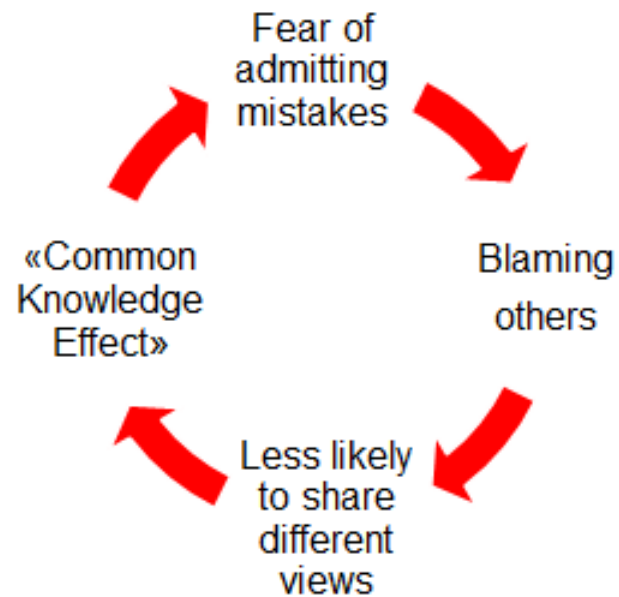
**Context:** In the past 13 years since the Institute of Medicine report, *To Err is Human*, was published, considerable attention was placed on the relationship between patient safety culture and patient outcomes.

they do not feel safe and culturally supported to speak up when a patient is at risk.<sup>2</sup>

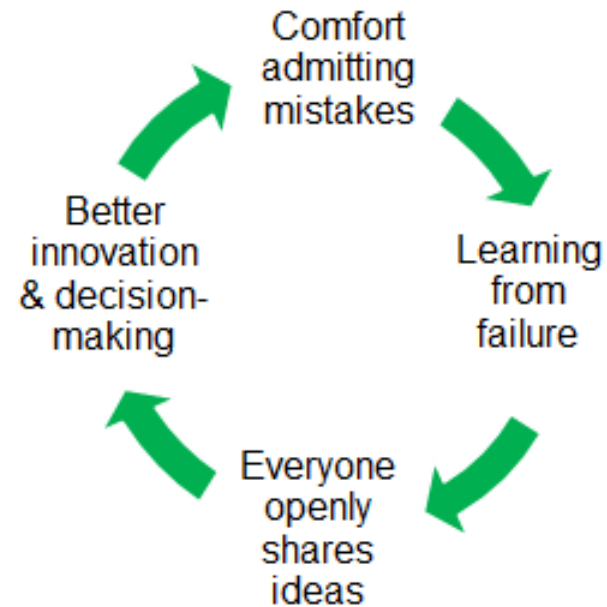
Since the time of the original IOM report, there has been significant attention given to the following activities:



## Psychological Danger



## Psychological Safety



# The challenge of a patient safety learning system

- fear that they would be blamed for the problem
- fear that they would be punished for breaking laws
- fear that reporting problems doesn't improve patients' safety
- lack of support in the organization
- lack of feedback
- lack of knowledge about reporting systems
- No clear guidelines on what errors should be reported.

**Health Quality  
Ontario**

*Let's make our health system healthier*

**ONTARIO HEALTH TECHNOLOGY  
ASSESSMENT SERIES**

Patient Safety Learning Systems: A Systematic Review and  
Qualitative Synthesis

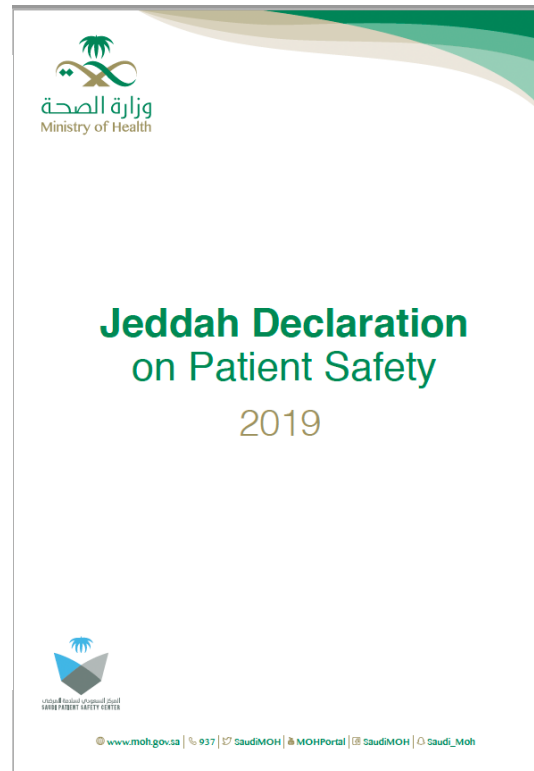
# The challenge of translating policy to action

Third Global Ministerial Summit on Patient Safety, 14 April 2018, Tokyo, Japan

## Tokyo Declaration on Patient Safety

*(Finalised Draft)*

Declaration put forward by Japan, Germany, and the United Kingdom of Great Britain and Northern Ireland, and endorsed by (Australia, Brunei Darussalam, Croatia, Czech Republic, Denmark, Finland, France, Greece, Indonesia, Lithuania, Luxembourg, Mongolia, Oman, Poland, Qatar, South Africa, Slovakia, Sri Lanka, Switzerland, Vietnam, Asian Development Bank Institute, Japan International Cooperation Agency, World Bank Group, World Health Organization, Patient Safety Movement Foundation, and World Medical Association)



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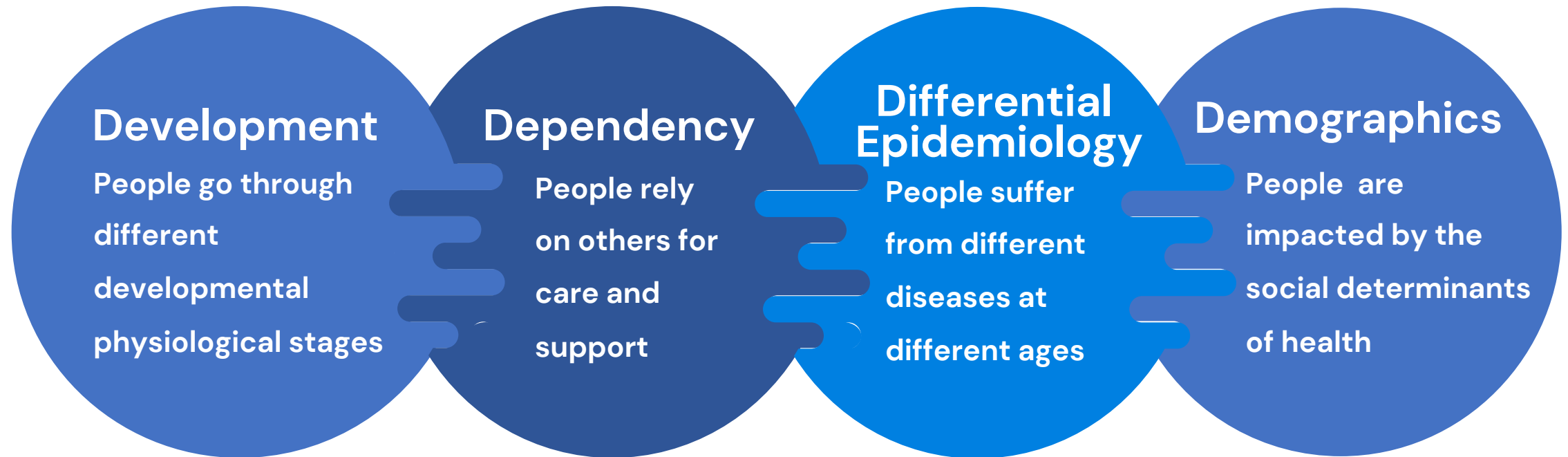
The Montreux Charter on Patient Safety galvanizes action to address avoidable harm in health care



## The Montreux Charter on Patient Safety galvanizes action to address avoidable harm in health care

28 February 2023 | Departmental news | Reading time: 2 min (588 words)

# The challenge of People as Patients





# The challenge of lack of knowledge

Pediatric health  
environments  
working know

all practice  
having a  
language.

POLICY STATEMENT Organizational Principles to Guide and Define the Child Health  
Care System and/or Improve the Health of all Children

2019

American Academy  
of Pediatrics



DEDICATED TO THE HEALTH OF ALL CHILDREN™

## Principles of Pediatric Patient Safety: Reducing Harm Due to Medical Care

Brigitta U. Mueller, MD, MHCM, CPPS, CPHQ, FAAP;<sup>a,b</sup> Daniel Robert Neuspiel, MD, MPH, FAAP;<sup>c</sup> Erin R. Stucky Fisher, MD, FAAP;<sup>d</sup>  
COUNCIL ON QUALITY IMPROVEMENT AND PATIENT SAFETY, COMMITTEE ON HOSPITAL CARE

# The challenge of lack of leadership for safety

- Step One: Address Strategic Priorities, Culture, and Infrastructure
- Step Two: Engage Key Stakeholders
- Step Three: Communicate and Build Awareness
- Step Four: Establish, Oversee, and Communicate System-Level Aims
- Step Five: Track/Measure Performance Over Time, Strengthen Analysis
- Step Six: Support Staff and Patients/Families Impacted by Medical Errors
- Step Seven: Align System-Wide Activities and Incentives
- Step Eight: Redesign Systems and Improve Reliability



Innovation Series 2006

Leadership Guide  
to Patient Safety

2006

# The challenge of lack of education

Variable evidence on efficacy of training 2023

“There are still programs, which implementing saf



tient safety training the importance of

The existing ev programs in imp gaps.”

”  
Cite

<  
Share

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Favorites

THE HEALTH CARE MANAGER

## Patient Safety Training Programs for Health Care Professionals: A Scoping Review

Amaral, Catarina MSc<sup>\*,†</sup>; Sequeira, Carlos PhD<sup>‡,§</sup>; Albarac-Riobóo, Núria PhD<sup>\*</sup>; Coelho, Joana PhD<sup>‡,§,¶</sup>; Pinho, Lara Guedes PhD<sup>¶</sup>; Ferré-Grau, Carme PhD<sup>\*</sup>

Author Information

*Journal of Patient Safety* 19(1):p 48-58, January 2023. | DOI: 10.1097/PTS.0000000000001067

cy of the training through there are some

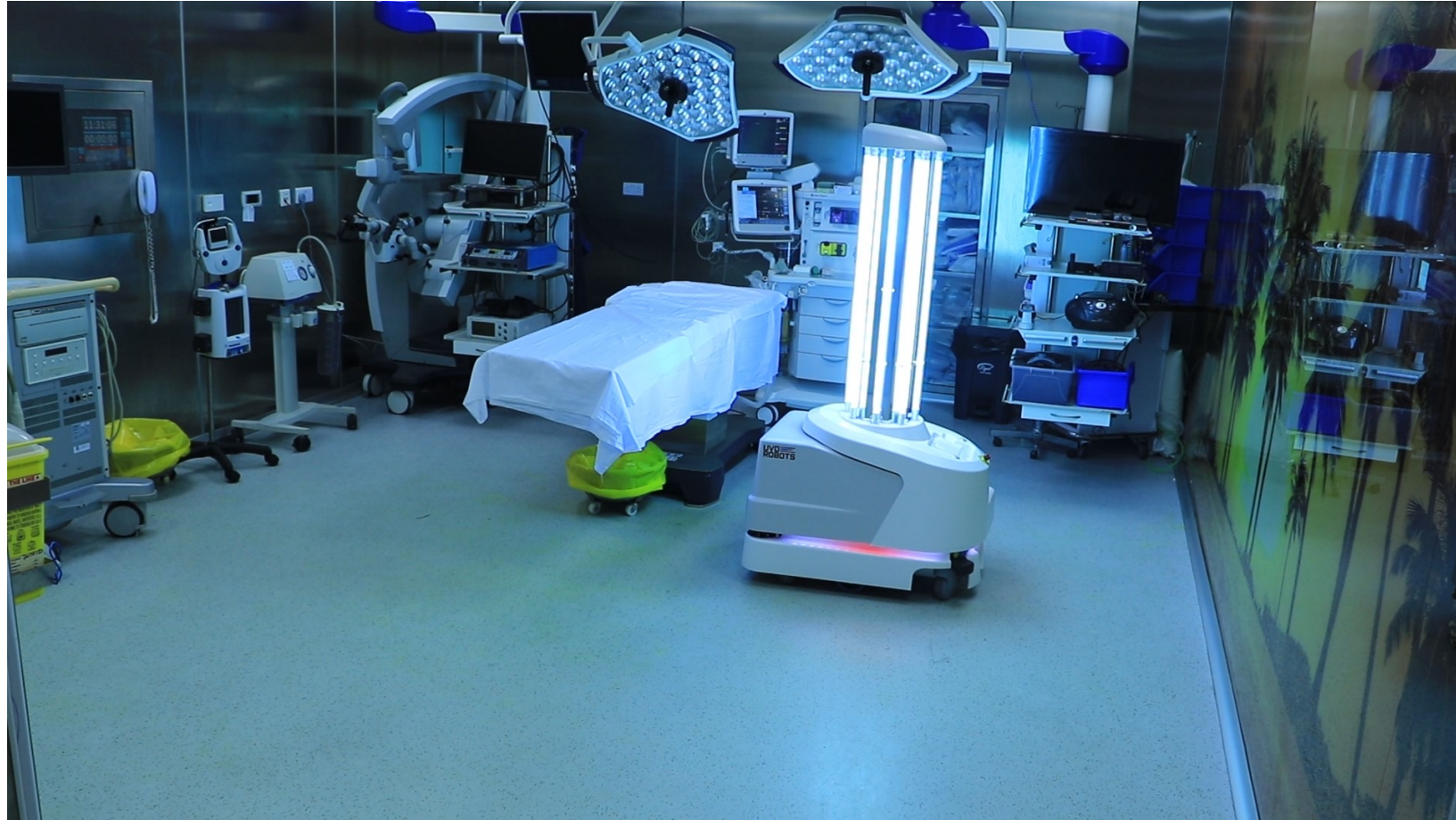
# The challenge of technology

Design

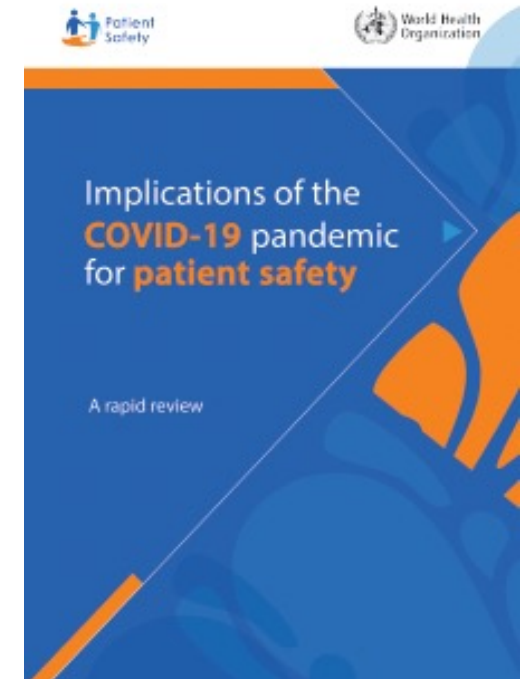
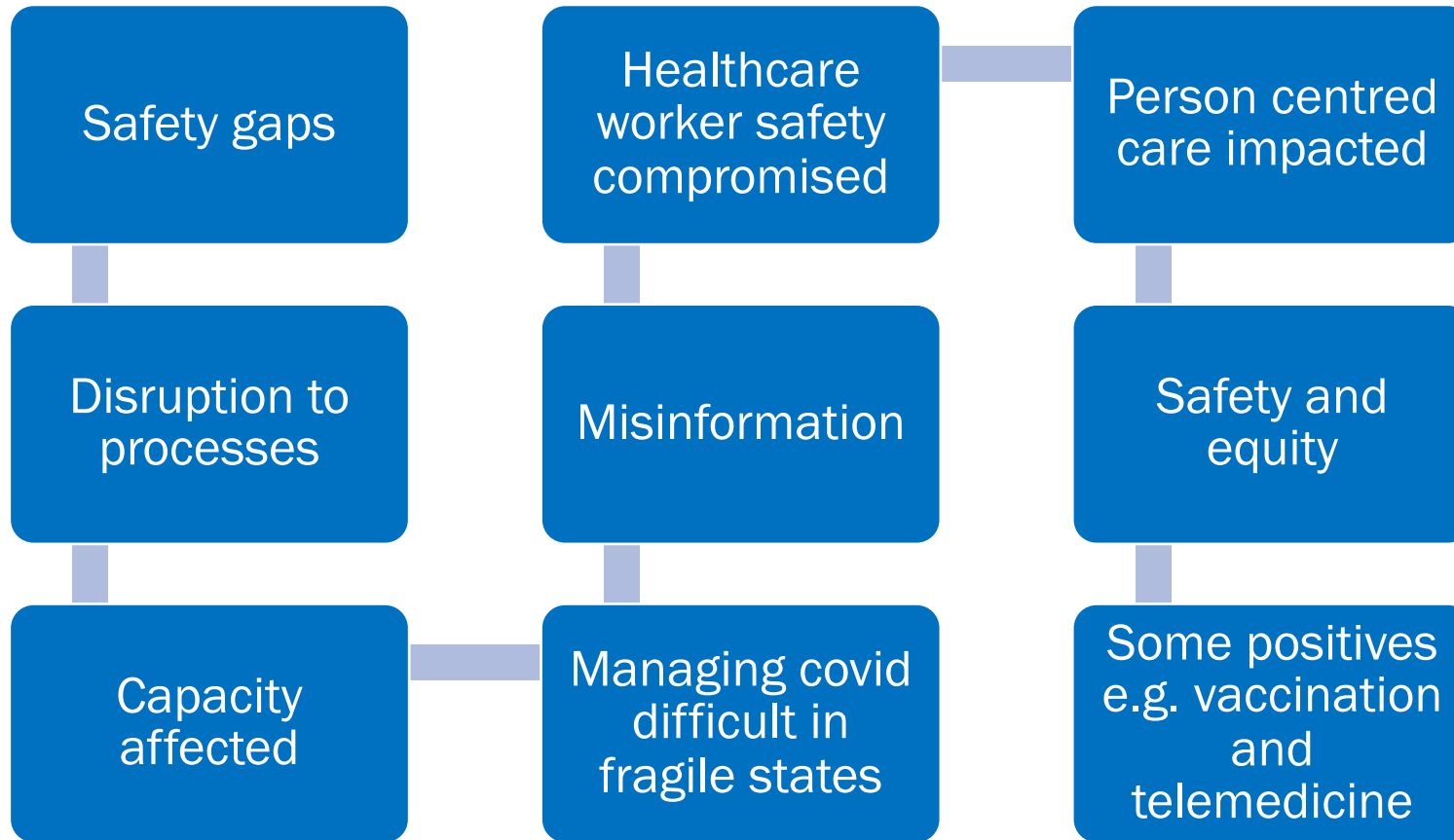
Implementation  
and use safely

Monitor

Control outcomes

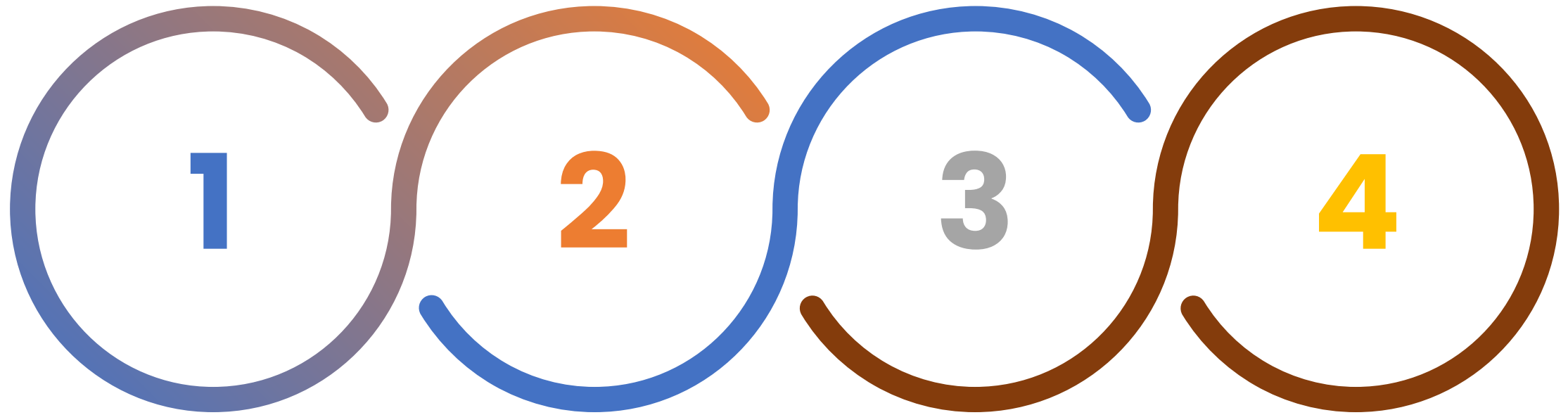


# The challenge of COVID



# Challenges and context

0



**Human  
resource**

**Physical  
Resource**

**Natural  
challenges**

**Politics**


**All are the context**



# Table talk 3



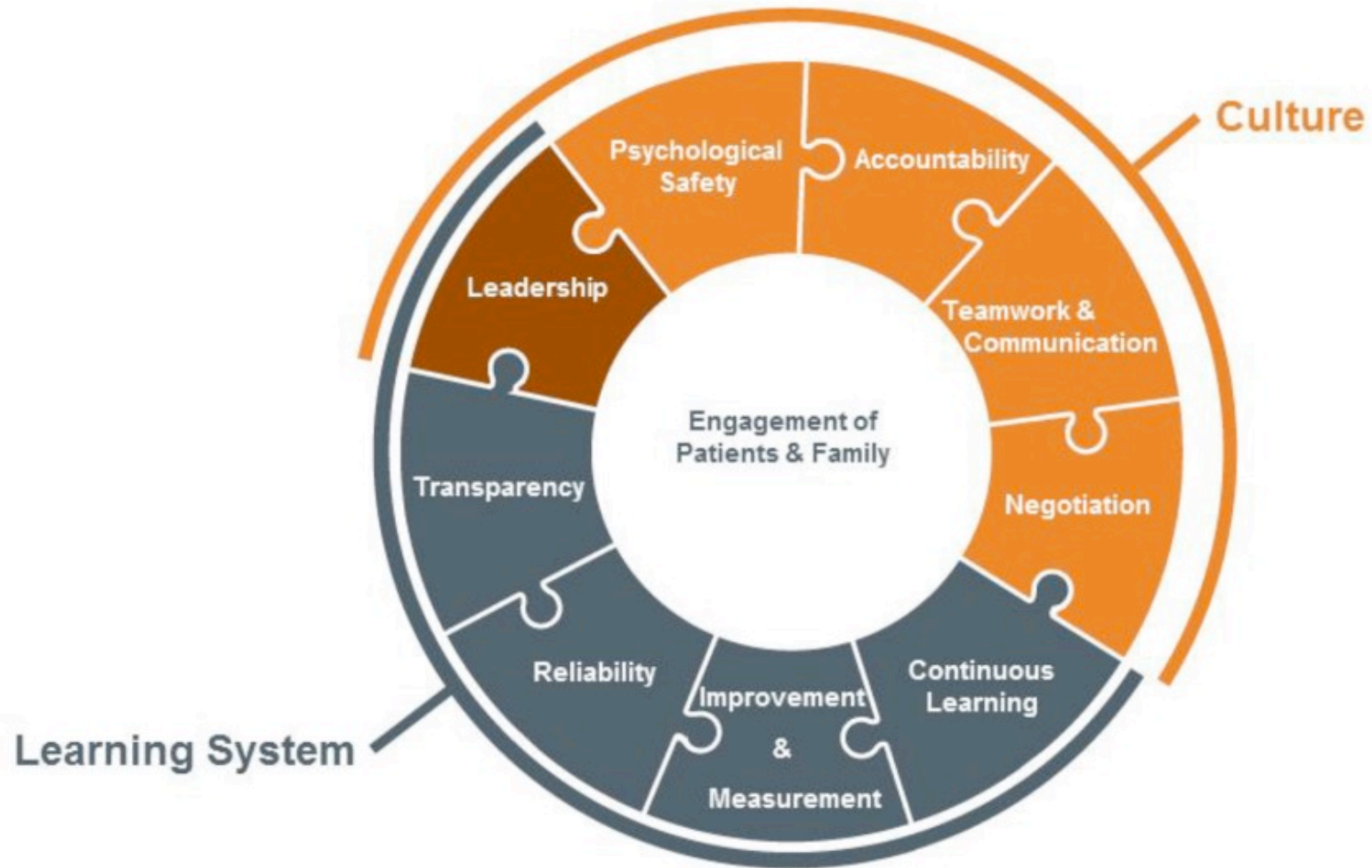
**What is your  
greatest  
challenge?**



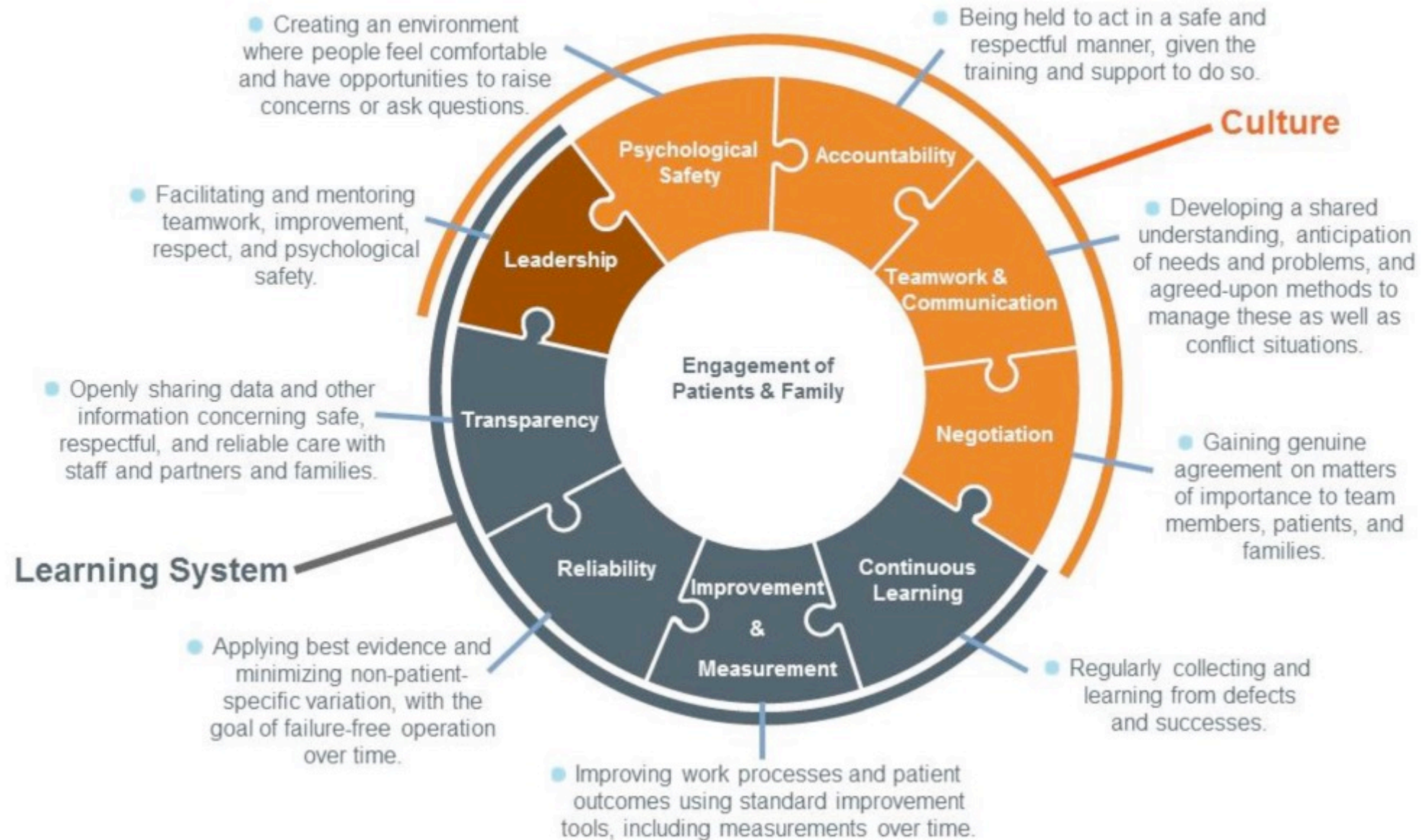
**To deal with these  
challenges we need to  
think differently**



Figure 1. Framework for Safe, Reliable, and Effective Care



**Figure 2. Framework for Safe, Reliable, and Effective Care – with Descriptive Detail for the Components**



**Zero  
harm  
is a state  
of mind**



# Who must think differently?

People

or persons

we call patients and  
families

People

or persons

we call healthcare  
providers

# Vision in 2006



# Biggest Dot

# Crucial Dot

# Medium dots

# Smaller Dots

Zero Harm

Leadership

Clinical Engagement

Patient Engagement

Situational awareness

Handover

Peri-op care

Critical care

Medicine mx

Flow

Safety at Board

MD / DD ATP

Parents Board

Early Warning PEWS

Communication

WHO Checklist

Prescribing

Prescribing

Variability

VAP

CLABSI

Administration

Patient Status Glance

Exec walk around

EQUIP / TIMP

Real-time Feedback

Huddles

SBARD

SSI

Checklist

Administration

SCAMPS acuity

SCAMPS acuity

ICU Outreach

Theatre-ICU Hospital@Night

Outreach

Reconciliation

# World Health Global Action Plan

The action plan aims to provide Member States and other stakeholders with an **action-oriented** framework to facilitate the implementation of strategic **patient safety** interventions at all levels of **health systems** globally over the next 10 years (2021–2030)



Strategic Objective 1

## **Policies to eliminate avoidable harm in health care**

---

**Make zero avoidable harm to patients a state of mind and a rule of engagement in the planning and delivery of health care everywhere**

---



Strategic Objective 2

## **High-reliability systems**

---

**Build high-reliability health systems and health organizations that protect patients daily from harm**

---



Strategic Objective 6

## **Information, research and risk management**

---

**Ensure a constant flow of information and knowledge to drive the mitigation of risk, a reduction in levels of avoidable harm, and improvements in the safety of care**

---



Strategic Objective 3

## **Safety of clinical processes**

---

**Assure the safety of every clinical process**

---





## Strategic Objective 5

# Health worker education, skills and safety

---

Inspire, educate, skill and protect health workers to contribute to the design and delivery of safe care systems

---

## Strategic Objective 7

# Synergy, partnership and solidarity

---

Develop and sustain multisectoral and multinational synergy, partnership and solidarity to improve patient safety and quality of care

---

## Strategic Objective 4

# Patient and family engagement

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Engage and empower patients and families to help and support the journey to safer health care

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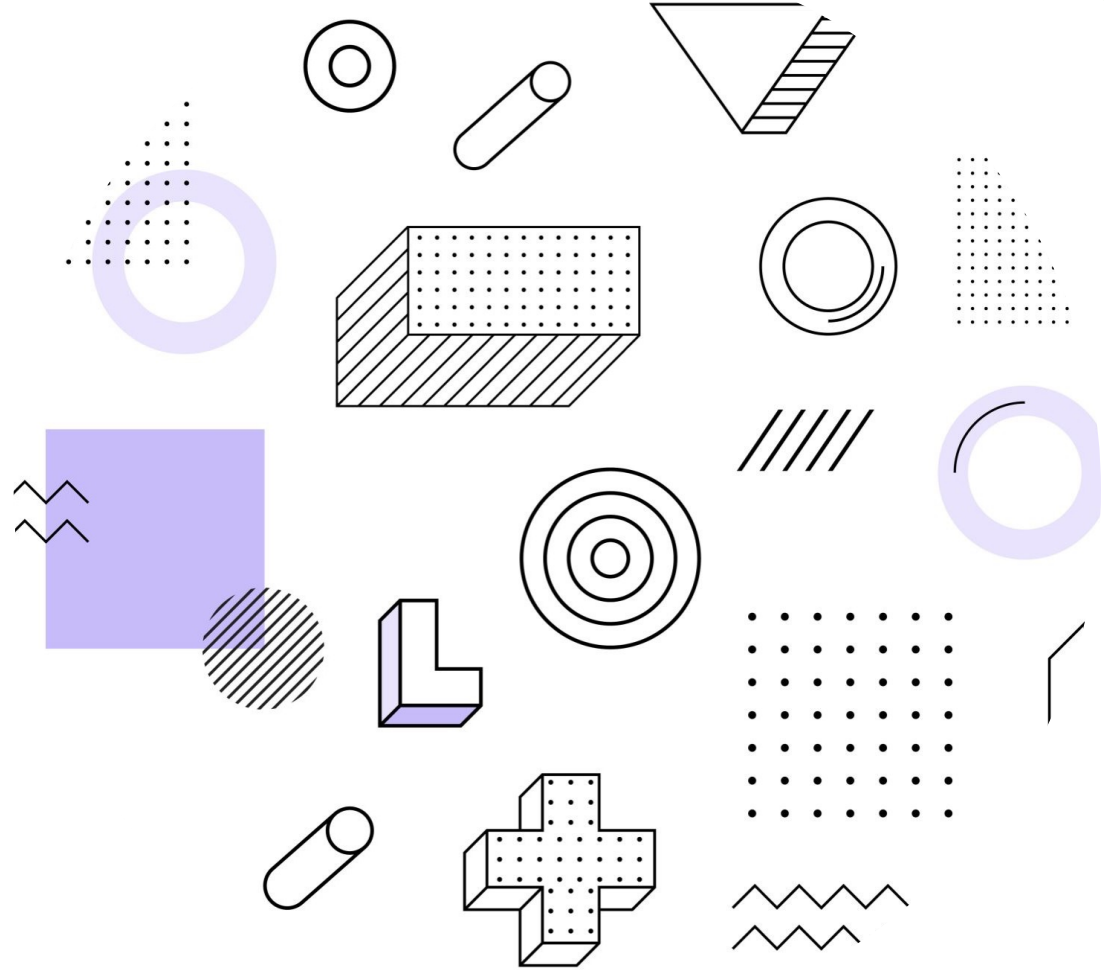
**S.A.F.E.<sup>®</sup>**

**Situation Awareness  
for Everyone**

*“Safety is the ability of a system to sustain required operations under both expected and unexpected conditions.”*

*Safety is what we do every day.”*

Erik Hollnagel



**What  
theory is used  
in S.A.F.E.?**

# The foundation of safe and high quality care

**Epidemiology  
and Measurement**

1

**Leadership  
Culture and Values**

2

**Patient Safety  
theory and methods**

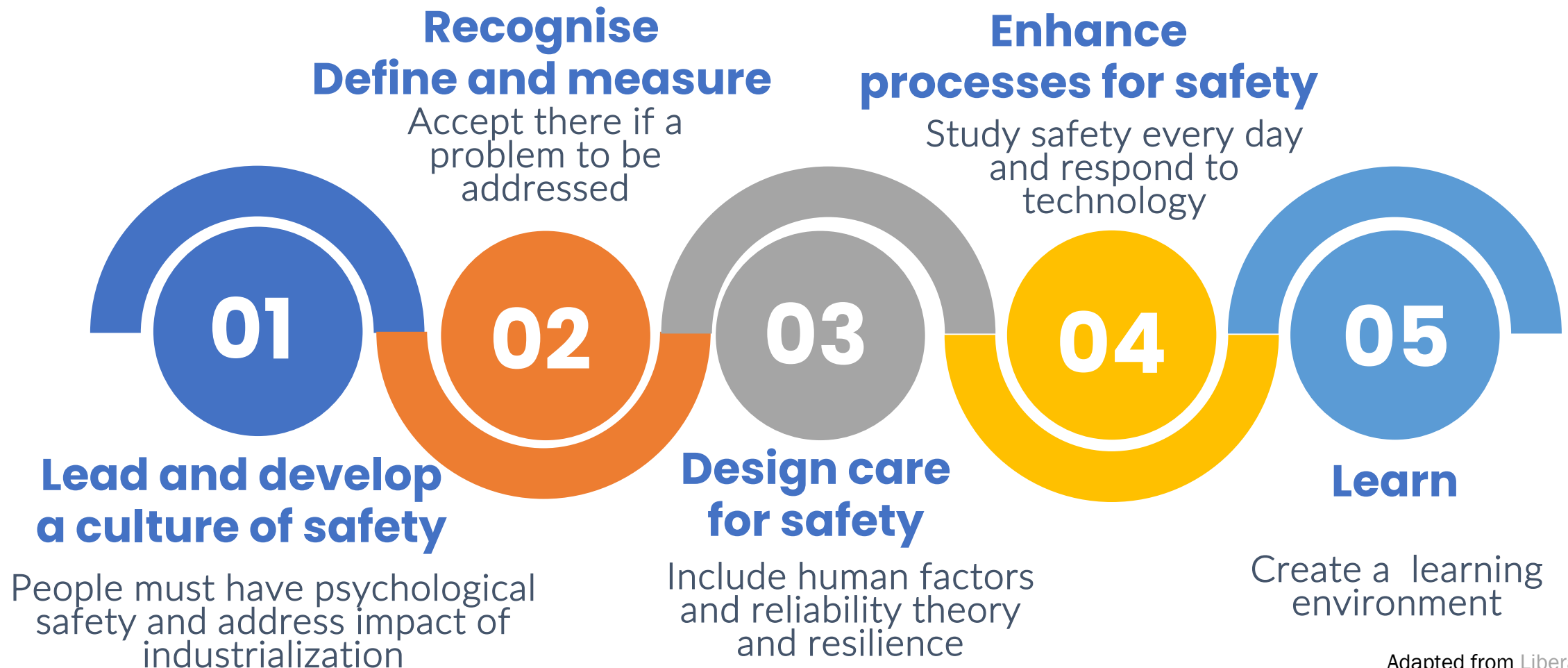
3

**Improvement  
and Implementation  
Science**

4



# The safer care and quality journey



# Four features of safer care

## Design for safety

- Design systems and processes designed for safety
- Measure process and outcomes

## Coproduce for safety

- Coproducing solutions
- with people

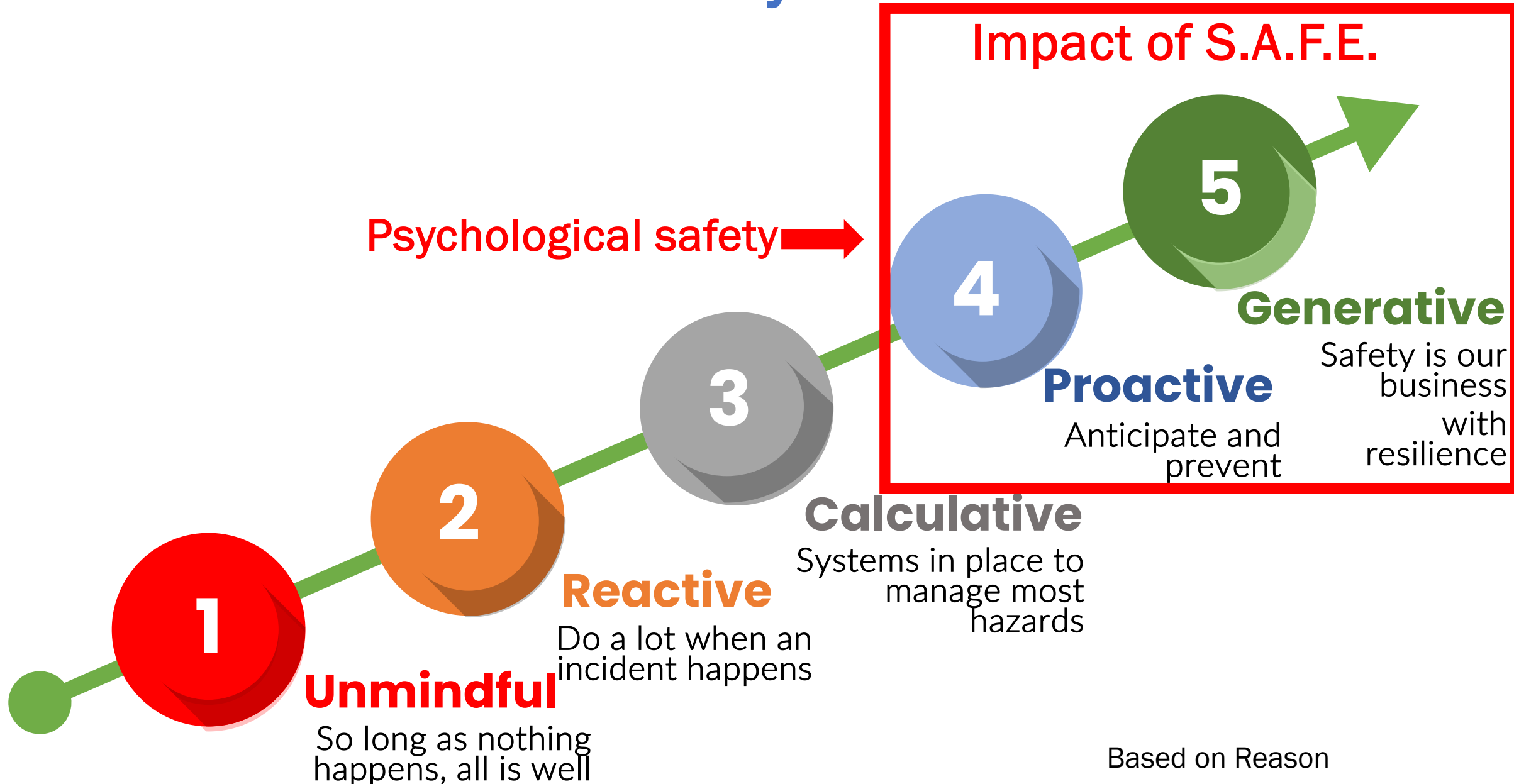
## Culture of safety

- Commitment to safety and improvement with everyone involved
- Teamwork, cooperation and positive working relationships
- Constant reinforcement of safe, ethical, respectful behaviours

## Processes for safety

- Effective coordination
- Ability to mobilize quickly
- Technical competence, supported by formal training and informal learning;
- Problem-sensing systems as basis of action

# Enhance a Culture of Safety



# Manchester Patient Safety MaPSaF

MANCHESTER  
1824

The University of Manchester

**NHS**  
National Patient Safety Agency

## Manchester Patient Safety Framework (MaPSaF) Acute



### How to use MaPSaF

MaPSaF is best used as a team based self-reflection and educational exercise:

- it should be used by all appropriate members of your team;
- for each of the ten aspects of safety culture, select the description that you think best fits your organisation and/or team.  
Do this individually and privately, without discussion;
- use a T (team) or O (organisation) on the evaluation sheet to indicate your choices. If you really can't decide between two of the descriptions, tick both. This will give you an indication of the current patient safety culture profile for your organisation;
- discuss your profiles with the rest of your team. You may notice that there are differences between staff groups. If this happens, discuss possible reasons. Address each dimension in turn and see if you can reach consensus;
- consider the overall picture of your organisation and/or team. You will almost certainly notice that the emerging profile is not uniform – that there will be areas where your organisation is doing well and less well. Where things are going less well, consider the descriptions of more mature risk management cultures. Why is your organisation not more like that? How can you move forward to a higher level?

### What we mean by these terms

<b>Patient safety incident (PSI):</b>	Any unintended or unexpected incident that could have or did lead to harm to one or more patients receiving NHS-funded healthcare.
<b>Prevented patient safety incident (PPSI):</b>	Any patient safety incident that had the potential to cause harm but was prevented, resulting in no harm to patients receiving NHS-funded healthcare.
<b>Root cause analysis (RCA):</b>	A technique for undertaking a systematic investigation that looks beyond the individuals concerned and seeks to understand the underlying causes and environmental context in which the incident happened. Retrospective and multidisciplinary in its approach, it is designed to identify the sequence of events, working back from the incident.

### Evaluation sheet (sample)

Dimension of patient safety culture	A	B	C	D	E
1. Commitment to overall continuous improvement					
2. Priority given to safety					
3. System errors and individual responsibility					
4. Recording incidents and best practice					
5. Evaluating incidents and best practice					
6. Learning and effecting change					
7. Communication about safety issues					
8. Personnel management and safety issues					
9. Staff education and training					
10. Team working					

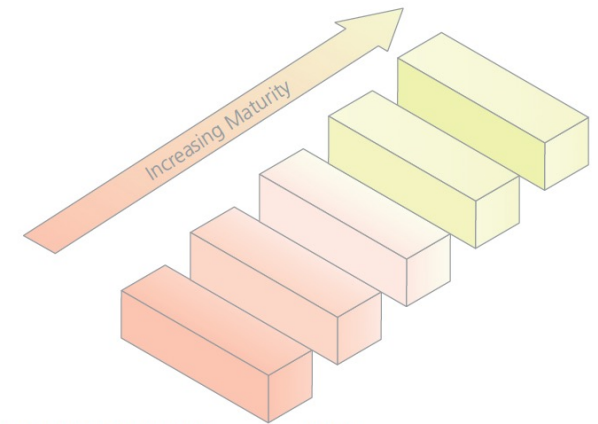
T = Team O = Organisation

### Public and patient involvement

It might seem that patient and public involvement in a maturing patient safety culture should be included as a eleventh dimension. However, the development of processes to ensure meaningful participation should be seen as being integral to all ten dimensions identified and this is how they have been integrated into the MaPSaF matrix.

### The levels of patient safety culture explained

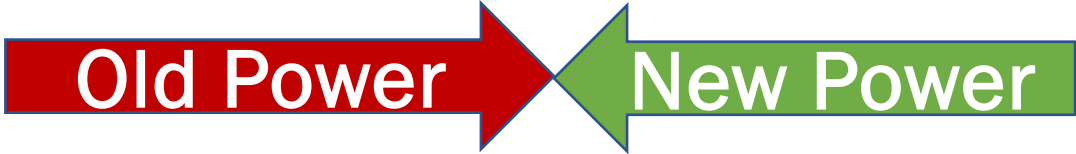
Level	Description
A – Pathological	Why do we need to waste our time on patient safety issues?
B – Reactive	We take patient safety seriously and do something when we have an incident.
C – Bureaucratic	We have systems in place to manage patient safety.
D – Proactive	We are always on the alert/thinking about patient safety issues that might emerge.
E – Generative	Managing patient safety is an integral part of everything we do.



MaPSaF is based on Parker and Hudson's (2001) application of Westrum's (1992) stage model of organisational culture maturity

**References**  
Parker, D and Hudson, P (2001) *Understanding your culture*, Shell International Exploration and Production.  
Westrum, R (1992) *Culture with Requisite Imagination* in Wise, J, Hopkin, D and Stager, P (eds.), *Verification and validation of complex systems: human factors issues* (pp 401–416), Berlin: Springer-Verlag.





Like Currency \$

Held by a few

Pushed down

Commanded

Closed

Transaction



Like a Current 

Held by many

Pulled in

Shared

Open

Relationship

# Ensure Values for safety to create value

Respect each other as a person

Develop person psychological safety

Educate people for Safety

Lead people for safety

Integrate the people's care to be safer

Protect healthcare workers as persons

Coproduce safety with Patients as persons

Always be transparent

Develop learning systems

Be kind to people

Be humble and learn

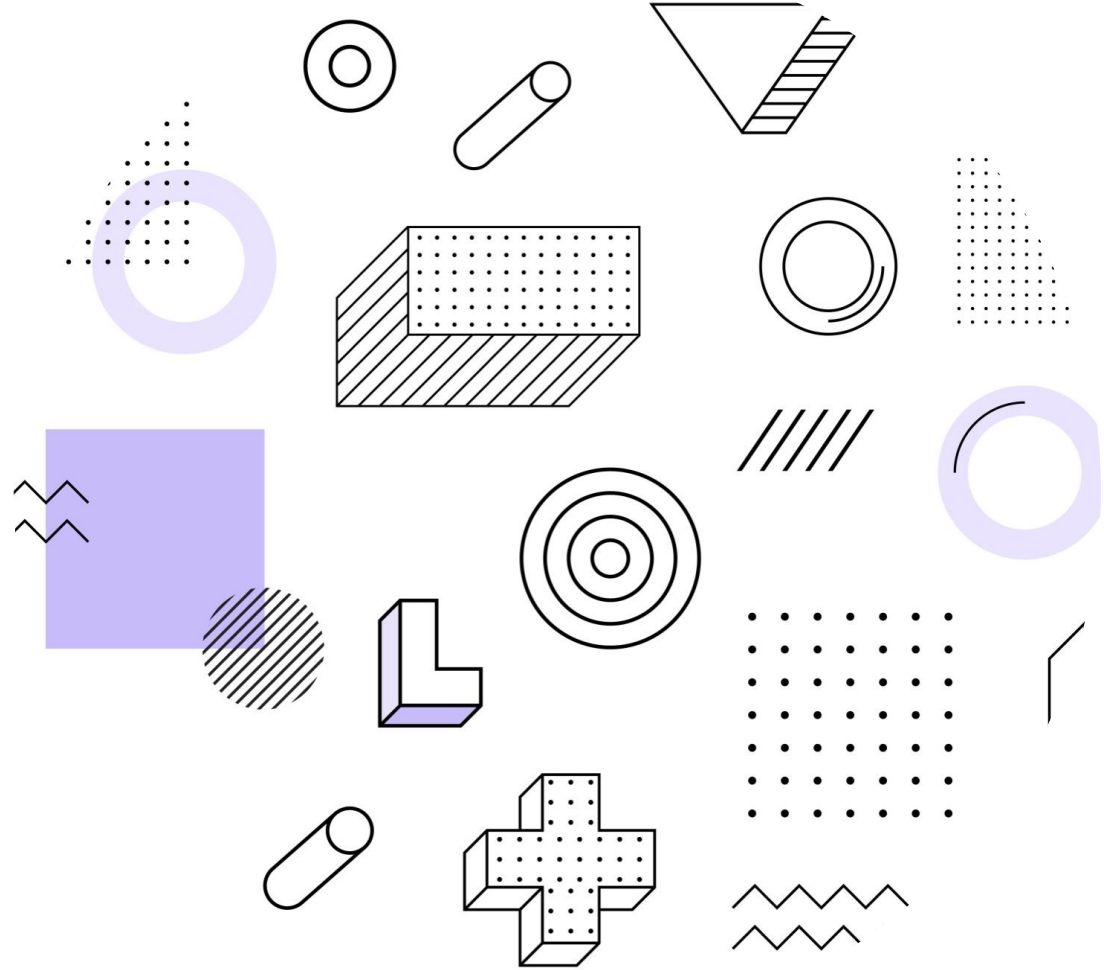
Reaction

Anticipation

Proactive  
Risk  
Management

# A proactive and resilient safety system





**What  
is in the  
S.A.F.E. toolkit?**

# Activating the Vincent Model for safer healthcare

Improvement of processes and systems

What did we do well?

Resilience

Learning AAR

Past Harm

Risk control Mitigation

Safety

Monitoring, adaptation and response (resilience)

Aspire to standards safety as best practice

Anticipate Situation Awareness EWS etc

Reliability

Sensitivity to operations SEIPS

Human Factors

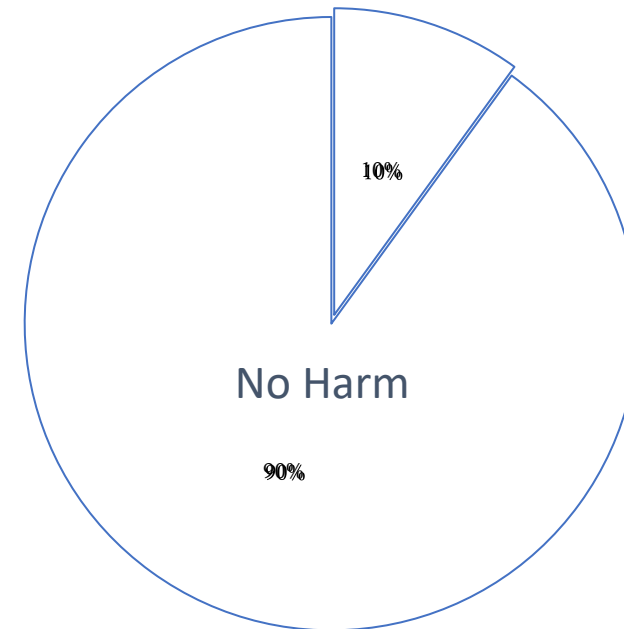


**What did we  
do well?**

---

# Focus on what works

- Focus is on what goes right.
- Use that to understand normal performance, to do better and to be safer.
- Learning uses most of the data available



10<sup>-4</sup> := 9.999 non- failures  
in 10.000 events

0-4 := 1 failure in 10.000 events



# Resilience and Safety II

*“The variability that completed the job safely on one day is the same variability blamed for the accident on the next.”*

Hollnagel

**The human face  
of safety**

**The power of  
Positive Deviance**





# Table talk 4



**What do you  
do well?**

**Have we harmed  
anyone?**

---

# Main areas for harm

Medication error  
(especially dosing  
errors and  
administration)

Failure to recognise  
deterioration

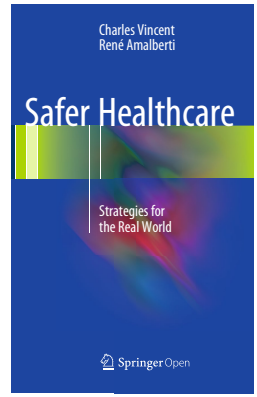
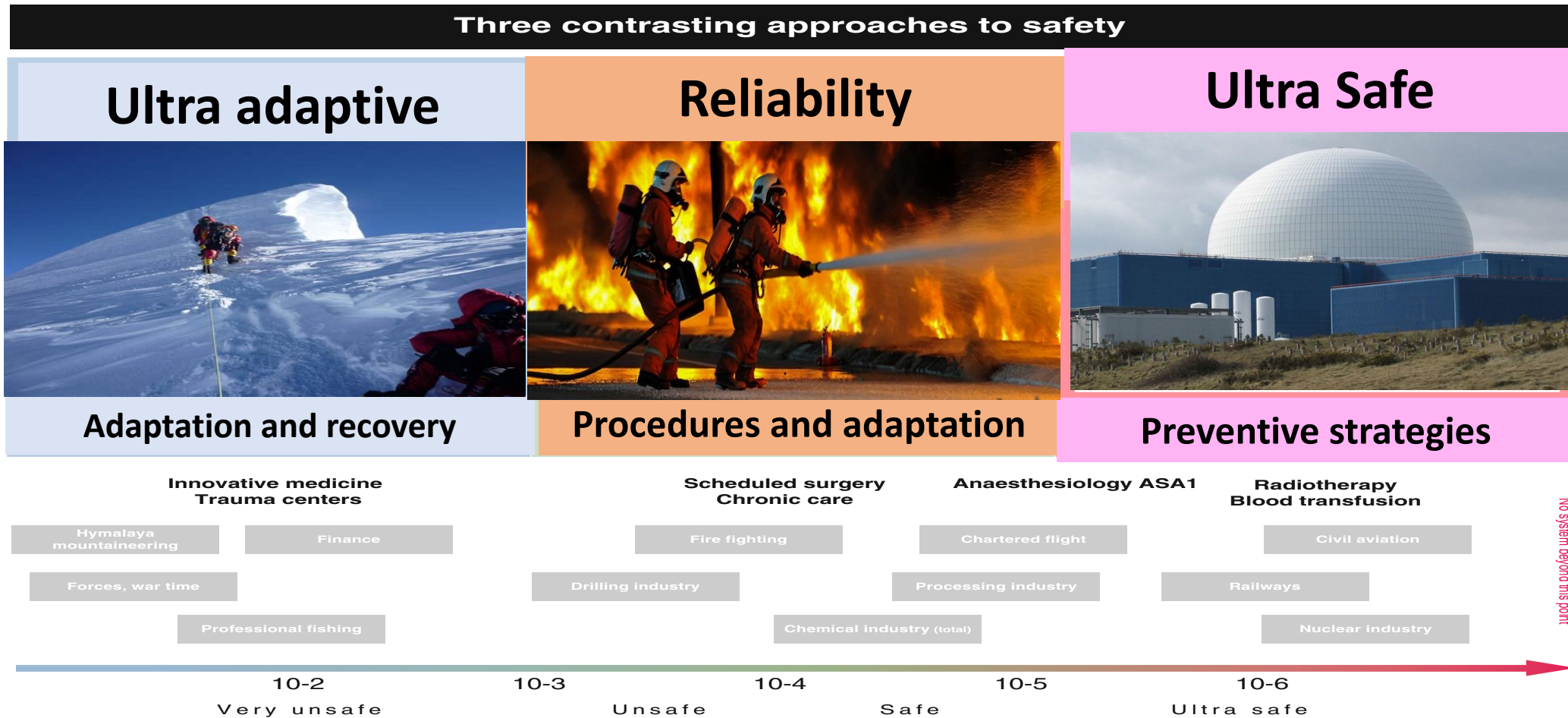
Failure to recognise  
sepsis and life-  
threatening illness

Hospital acquired  
infections (e.g.,  
central line  
infections)

Preventable pain  
and distress

Impact of  
technology

# Understanding and mitigating risk




**Fig. 3.1** Three contrasting approaches to safety

Adapted from  
Safer Healthcare Strategies for the  
Real World  
Charles Vincent René Amalberti



# Table Talk 5

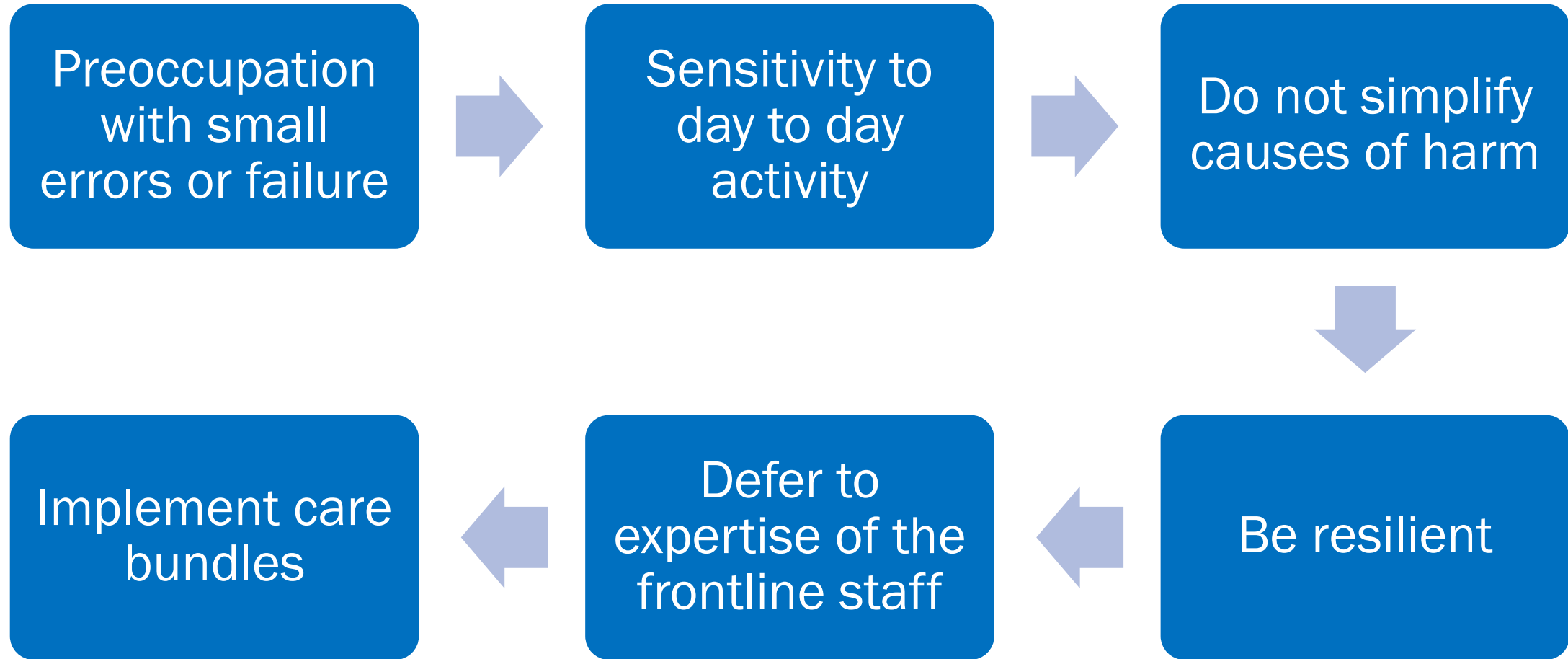


**What are the  
common harms  
where you  
work?**

**Are doing what we  
are supposed to do  
...reliably?**

---

# Aim for High Reliability







# Table talk 6



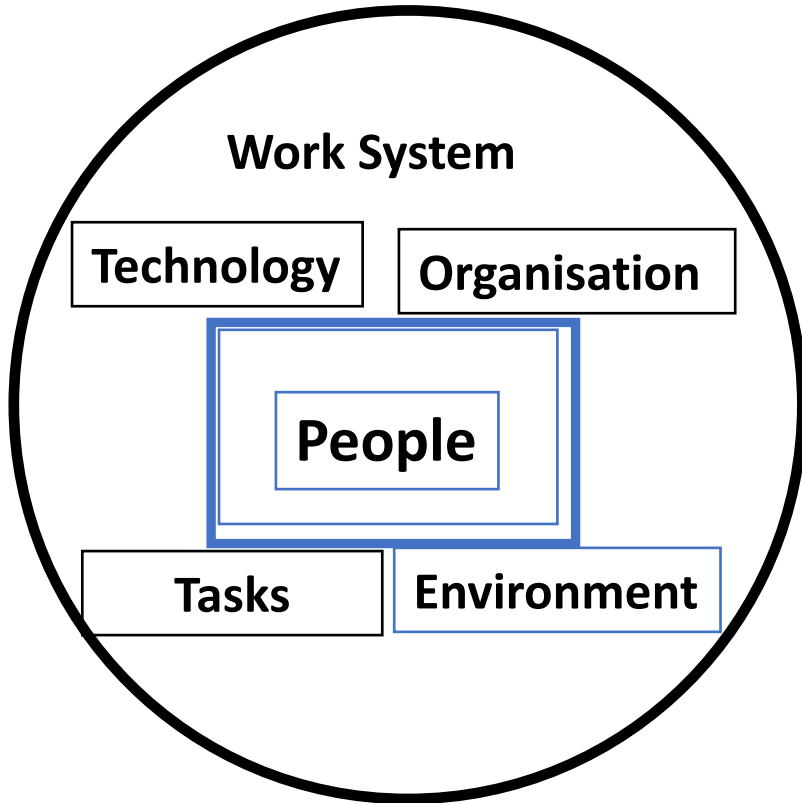
**What do you do  
reliably?**

**Are we safe now?**

---

# Systems and human factors

Holden RJ, et al. SEIPS 2.0: a human factors framework for studying and improving the work of healthcare professionals and patients. *Ergonomics*. 2013;56(11):1669-86. doi: 10.1080/00140139.2013.838643.



**Systems**



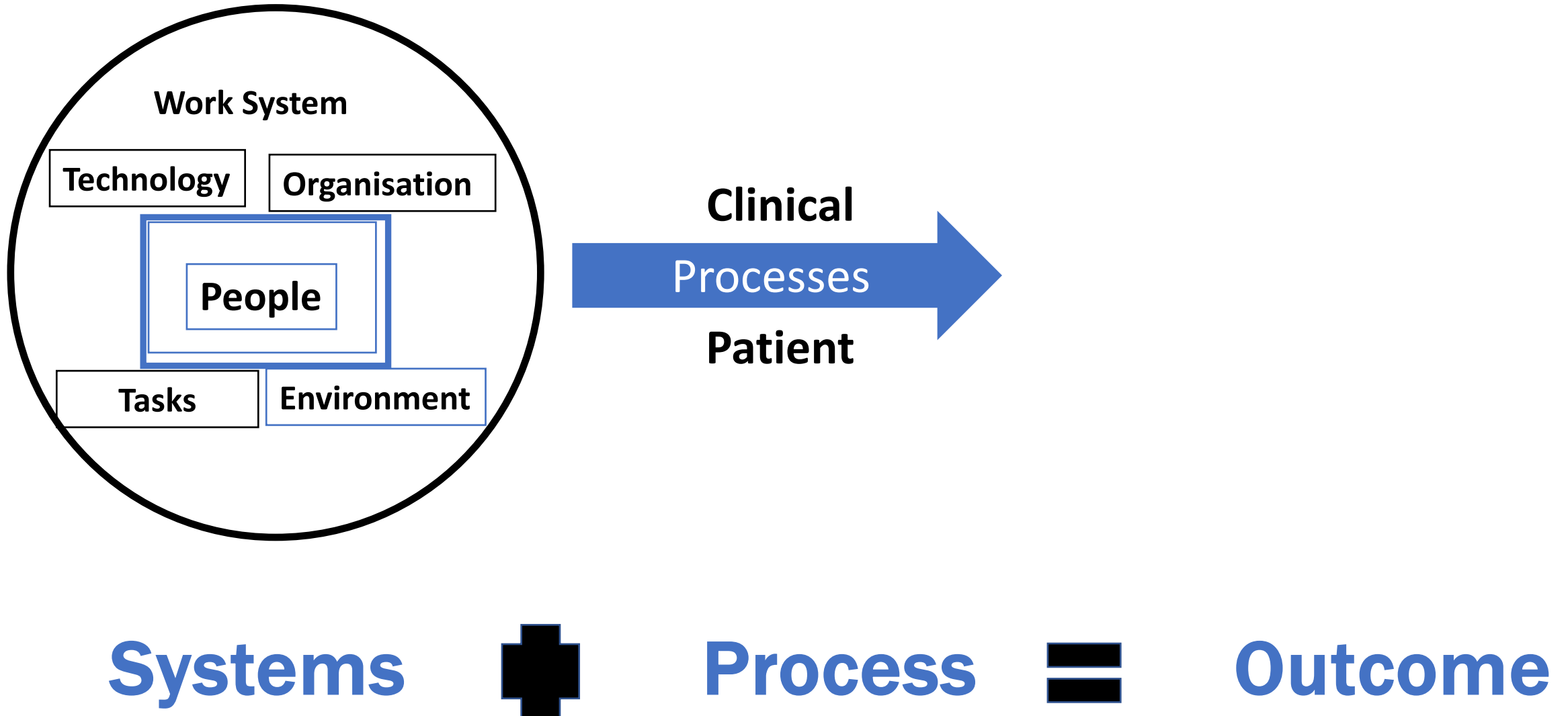
**Process**



**Outcome**

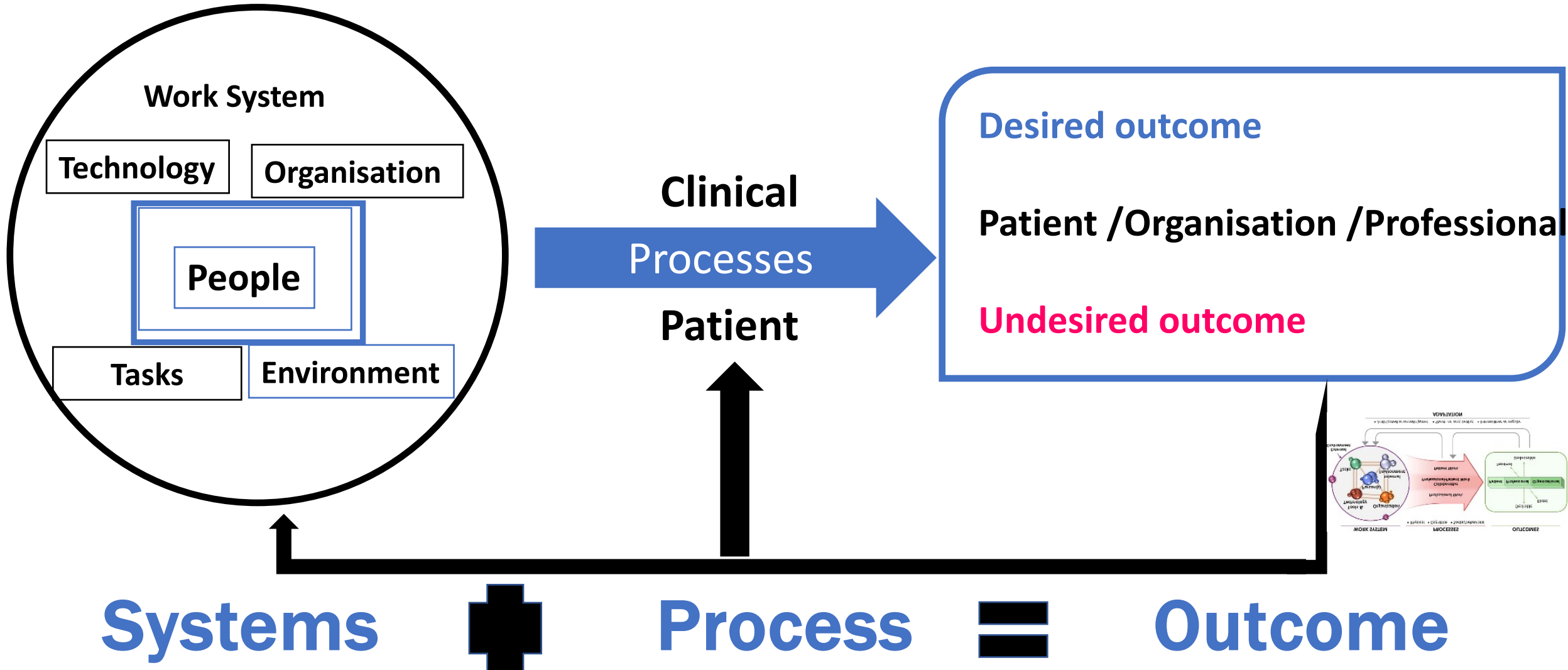
# Systems and human factors

Holden RJ, et al. SEIPS 2.0: a human factors framework for studying and improving the work of healthcare professionals and patients. *Ergonomics*. 2013;56(11):1669-86. doi: 10.1080/00140139.2013.838643.




# Systems and human factors

Holden RJ, et al. SEIPS 2.0: a human factors framework for studying and improving the work of healthcare professionals and patients. Ergonomics. 2013;56(11):1669-86. doi: 10.1080/00140139.2013.838643.





# Table talk 7



**What does your  
work system look  
like?**



**Will be safe in the  
future?**

---

**Proactive Risk Management**

# Situation Awareness

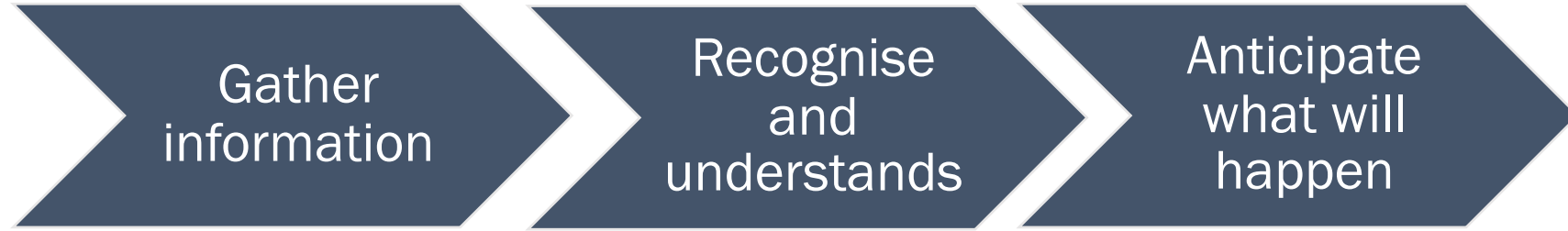
Create  
a World  
View





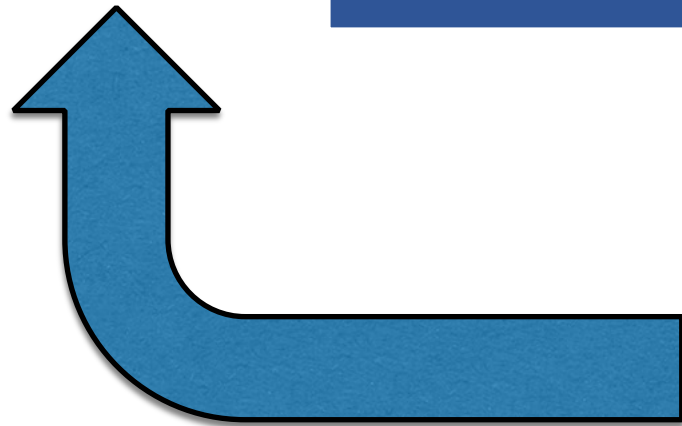
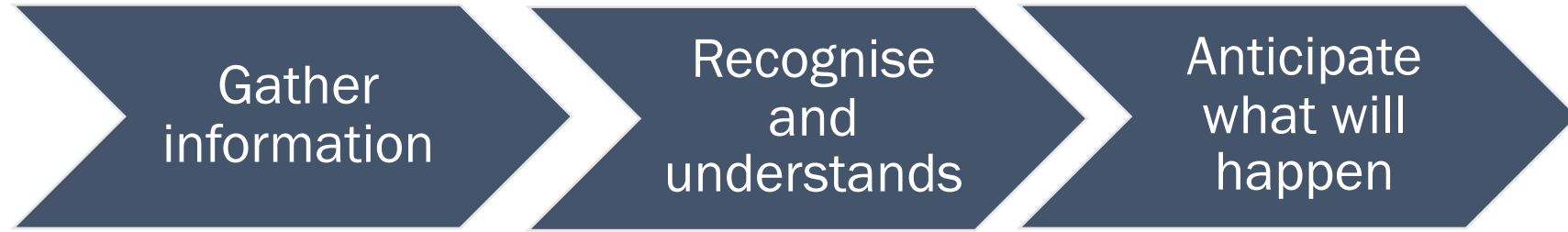
# Situation Awareness

**Create  
a World  
View**



# Situation Awareness

Create  
a World  
View



EWS rising

Family concerns

High Risk Meds

“Stable”

Communication issues

In “wrong” bed

Any potential harm

**WATCHER**

## Talk about safer care

House Officer

Registrar and key staff

Outreach teams

Bedside nurse


Ward Manager

Safety team

Consultant



# Table talk 8



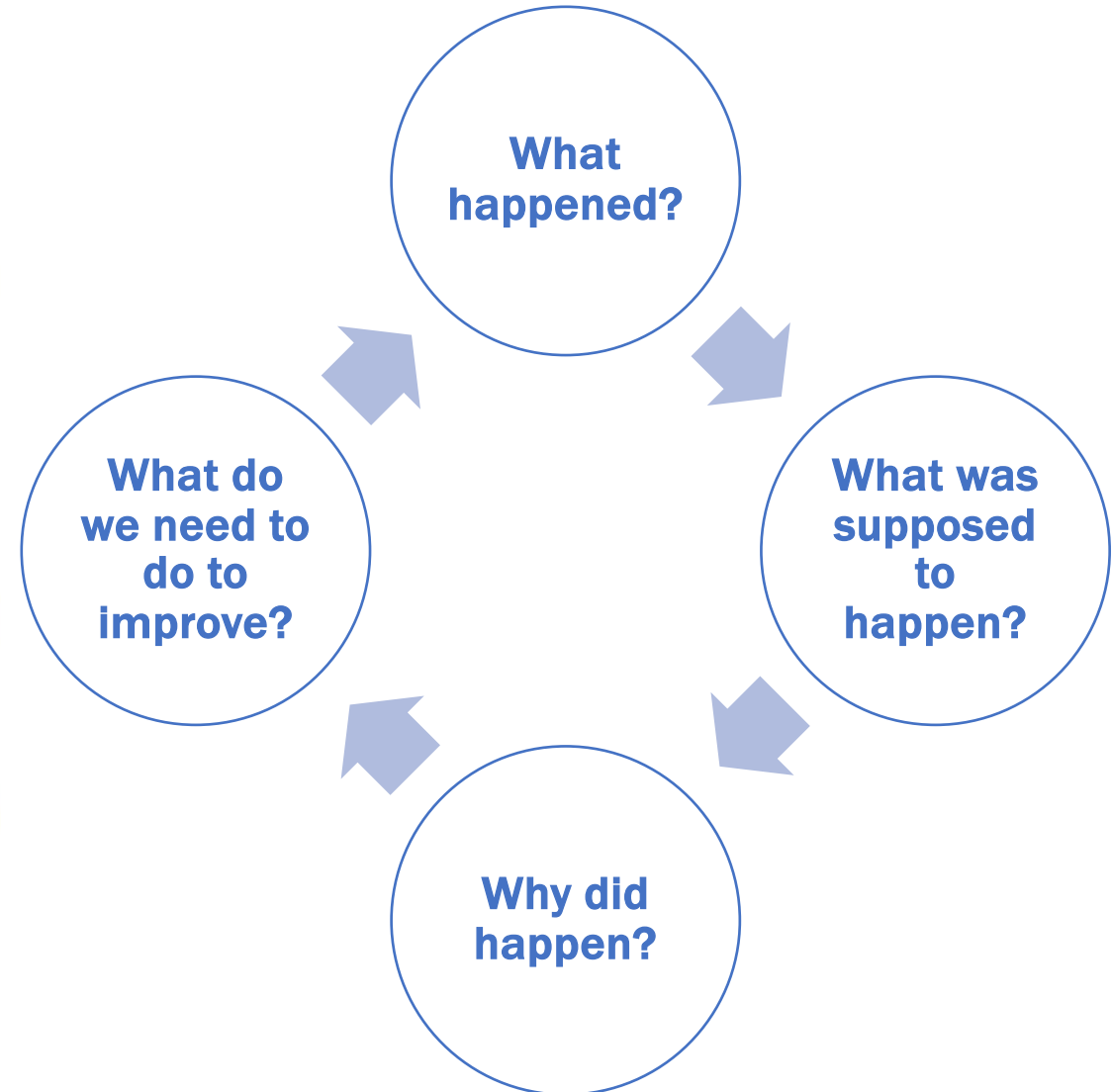
**Could you predict  
what can happen  
where you work?**



**Are we learning?**

---

# Ask what have we learnt?





# Table talk 9

**What have you learnt  
today?**

**What will you do  
differently?**

# Summary



**Think Differently**  
**Lead for safety**



**Lead for Safety**  
**Measure**



**Learn**



**Design for safety**  
**Anticipation**  
**Equity**



**Coproduce**  
**solutions**



OXFORD PROFESSIONAL PRACTICE

# HANDBOOK OF QUALITY IMPROVEMENT

EDITED BY Peter Lachman

Translates the theories of implementation science and improvement into practical action

Provides the methods that can be implemented to improve care

Addresses the challenges of climate change, equity, and person centred care

Makes quality improvement tangible, and accessible



OXFORD PROFESSIONAL PRACTICE

# HANDBOOK OF MEDICAL LEADERSHIP AND MANAGEMENT

EDITED BY Paula Murphy, Peter Lachman, and Bradley Hillier

Delivers a practical approach, translating complex theory into action

Provides clear, succinct summaries and take-home points for ease of use

A key resource for the development of effective clinical leadership and management



# Table talk 9

**What have you learnt  
today?**

**What will you do  
differently?**

# THANK YOU

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