Where do we go from here: 
“a 12 step program”

Peter Brindley MD blah blah blah
Flawed human, lucky chap, work in progress
“omnishambles” or “opportunity”
Canadian 6 pack

Awareness & Attention
Decision Making
Communication
Task Management
Leadership-Followership
Teamwork
Look - we can’t BOTH be in the room. It’s weird.
#8- Burnout: everybody pays!

**Hospital Organizational Culture**
- Hospital management/leadership style
- Organisational support
- Organisational identity
- Organisational trust
- Autonomy
- Innovativeness
- Collegiality/staff relationships
- Work-violence/bullying
- Job insecurity

**Quality of Hospital Care**

**Physician Outcomes**
- Physical health
- Substance abuse
- Self-medication

**Patient Outcomes**
- Suboptimal care
- Medical error
- Patient safety

**Benchmarking of Hospital Performance**
- Organisational Learning
- Problem Solving
- Patient Satisfaction
- Skills Development

**Cost**

**Indirect Path**

**Direct Path**
The real problem of humanity is the following:

we have Palaeolithic emotions, medieval institutions, and god-like technology

edward wilson
Keeping it in the family
A father and son team up to help solve a medical puzzle.
Techno-medicine...too easy

You tube: 1940's Russian experiment. part 1
“A food eating contest, where the only prize is more food”
Success
Crisis
Significance
THE SECOND MOUNTAIN
No place like Frome.
Comfort the afflicted, and afflict the comfortable.

(Finley Peter Dunne)
Comfort the afflicted, and afflict the comfortable.

(Finley Peter Dunne)
12 steps: distilled

Admit

Ask help

Apologize

Commit

Serve
Admit Problem

>70% disengaged

>50% contribute nothing

>15% working AGAINST
Work as imagined (PAM)
Work as done (M)
Coma, Coma, Coma, Coma, Coma, Chameleon.
<table>
<thead>
<tr>
<th>INTERVENTION</th>
<th>DOCTOR</th>
<th>PATIENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECMO</td>
<td>Fun</td>
<td>Not Fun</td>
</tr>
<tr>
<td>REBOA</td>
<td>Cool</td>
<td>Not Cool</td>
</tr>
<tr>
<td>Helicopters</td>
<td>Helicopters!</td>
<td>Helicopters!</td>
</tr>
<tr>
<td>Ketamine</td>
<td>Awesome</td>
<td>Wheeeeee</td>
</tr>
<tr>
<td>Talking About Dying</td>
<td>NOT FUN</td>
<td>Could we..?</td>
</tr>
</tbody>
</table>

Credit to A Psirides SMACC 2017
Accept you can’t do it alone

Zimmerman and Gloubermann
Apologize
Dr. Narcissus will see you now: BMJ Brindley, ‘19
Leadership/Followership
“Join team, leave a leader”
If you've learned a lot about leading and making a movement, then let's
Serve others

“Emotional contagion”
The purpose of getting power is to be able to give it away.

Aneurin Bevan
He who has a why to live can bear almost any how.

(Friedrich Nietzsche)
Any idiot can face a crisis - it’s day to day living that wears you out.

(Anton Chekhov)
Time for Change
Many thanks
brindley@ualberta.ca; @docpgb

“Hi I’m Moose”