

# A Door To Leadership

## Using Simulation To Develop Leadership Competencies

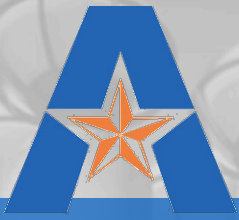
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Professor, Associate Dean and Chair  
Undergraduate Nursing Programs

President, The Society for Simulation in Healthcare



UNIVERSITY OF  
**TEXAS**  
ARLINGTON  
COLLEGE OF NURSING



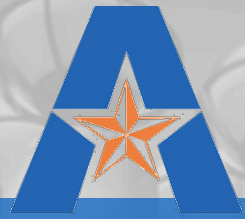


# Simulation and Leadership

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Using simulation:

- To develop leadership skills in terms of individual and team performance
  - To develop faculty in their role as facilitators of learning
  - As an opportunity for research and leadership in local, national, and global communities of interest
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# Simulation Is Not New



Mrs. Chase hospital mannequin  
c. 1911

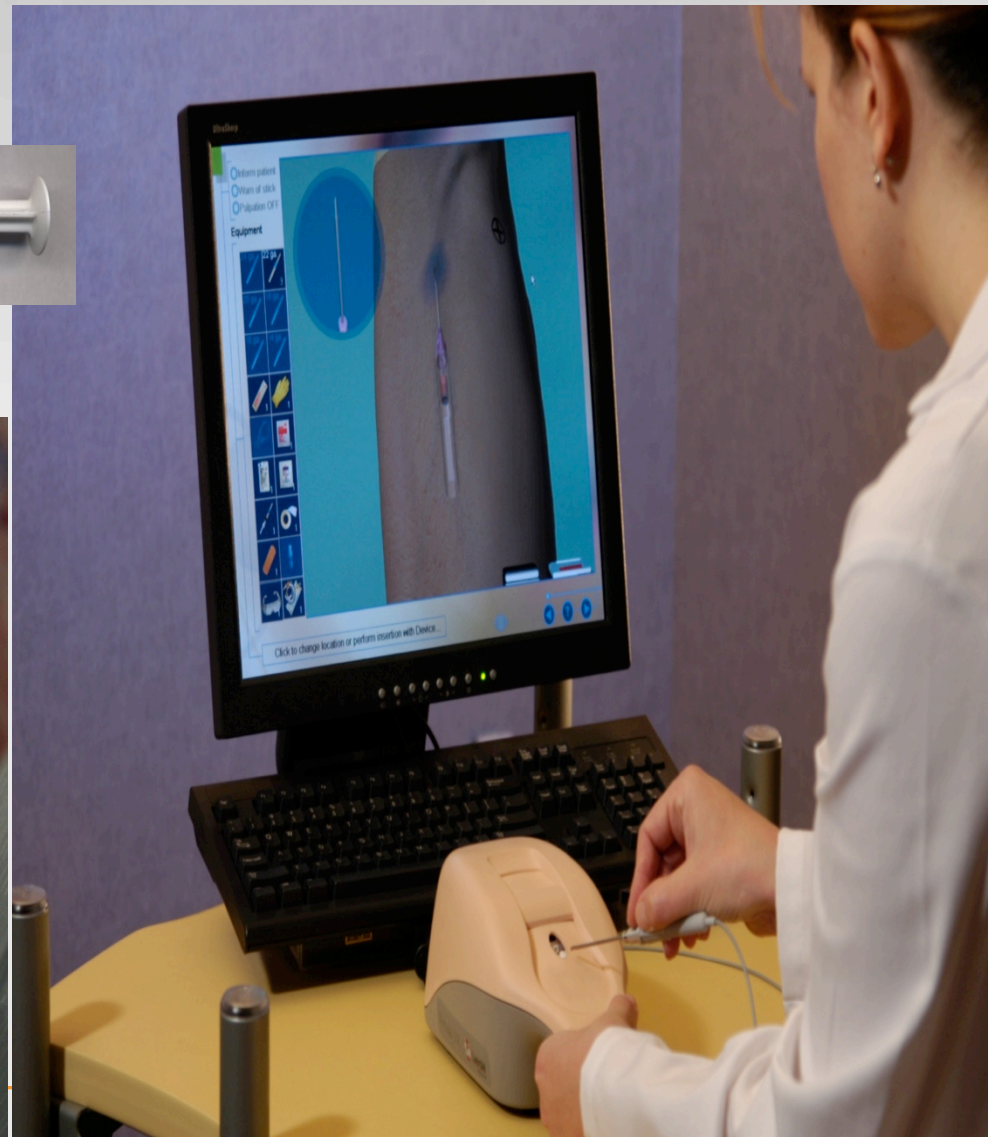
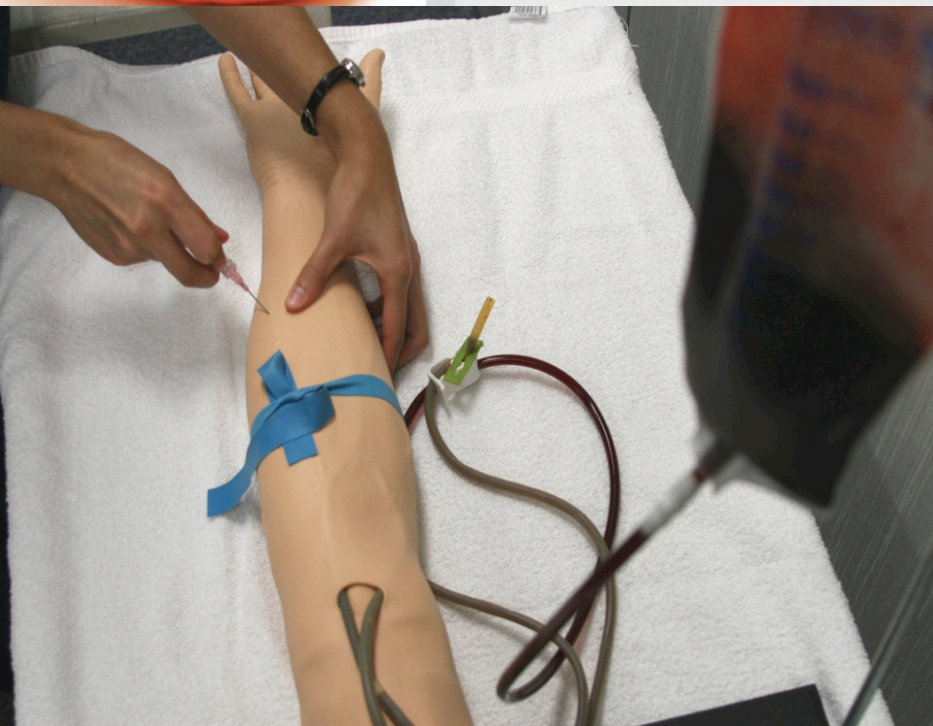


UTA Smart Hospital  
c. 2011

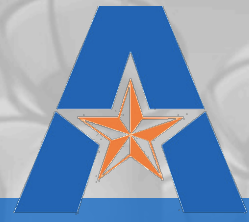




# Simulation for teaching skills: Moving from oranges, to task trainers, to haptic devices...







# Immersive Simulations





**We all want to do the right things.**

**We just need to make sure we are doing them right.**





# Is A Life As Important As A Car Race?

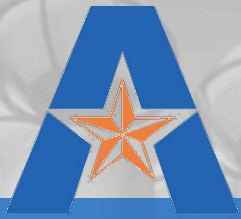






# Applying Pit Crew Principles To Nursing Education





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**We Tend To Teach As We Were Taught...**



FreeFoto.com





# Using Screen-Based Case Studies With Debriefing & Self-Directed Remediation





# Team Skills: Serious Gaming





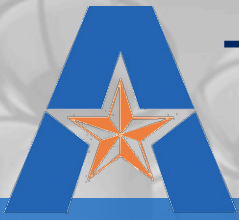


# Educational Strategy vs Technology

★ The First Can Be  
Enhance By The Second.

★ The Second Is Nothing  
Without The First.

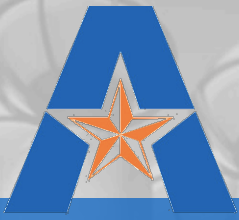




# The Five Rights of Teaching with Simulation

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- ★ Teaching the right content,
  - ★ To the right people,
  - ★ With the right methods,
  - ★ At the right time,
  - ★ For the right cost.
-

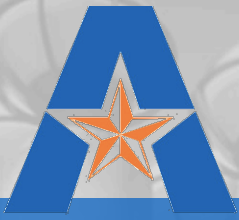


# Using Simulation....

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- ★ To Develop (And Assess?) Faculty In Their Role As Facilitators of Learning

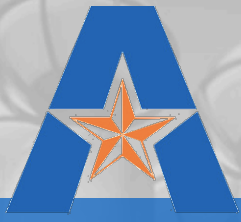




# Faculty Development

“If we always do what we’ve always done,  
we’ll always get what we’ve always gotten.”

We must learn to “borrow shamelessly”...  
With appropriate citation, of course!

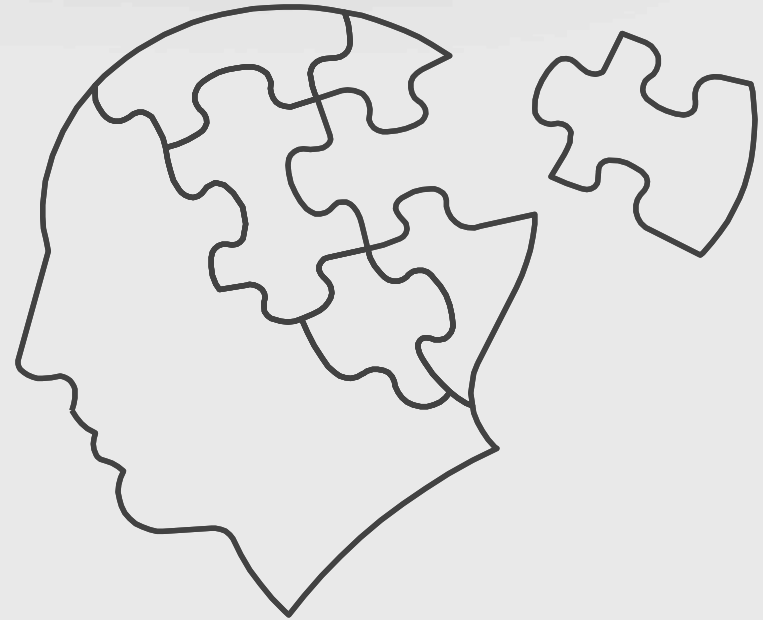


# Making Change.....

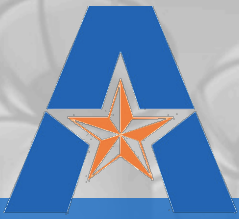
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**The challenge isn't getting new ideas into our heads....**

**It's getting the old ideas out!**







# Simulation In Healthcare

**“The use of simulation wherever feasible conveys a critical educational and ethical message to all: patients are to be protected whenever possible and they are not commodities to be used as conveniences of training.”**

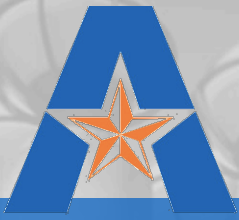
Ziv A, Wolpe PR, Small SD, Glick S. Simulation-Based Medical Education: An Ethical Imperative. *Simulation in Healthcare*. Winter 2006; 4:252-256



# **“Clinical” Hours**

- **How Many Do We Really Need?**
  - **In Total?**
  - **In Labs?**
  - **In Observations?**
  - **In Simulation?**
  - **In Acute Care?**
- **Ritual & Tradition or Evidence-Based?**





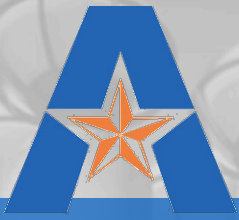
# Disruptive Innovation In Education

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**“Disruptive Innovation” makes it possible for simple, affordable, and accessible products to replace products that are complex, expensive and inaccessible.**

Clayton Christensen et al in “Disrupting Class: How Disruptive Innovation Will Change the Way the World Learns”  
McGraw Hill. 2008

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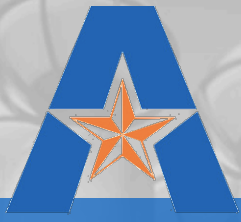
# Leadership and Simulation

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## Using simulation:

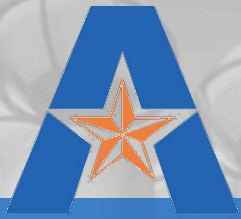
- To develop leadership skills in terms of individual and team performance
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  - **As an opportunity for research and leadership in local, national, and global communities of interest**
-





# Scanning The Environment For Research Opportunities





# Analyzing The Numbers.....







# Leadership Opportunities To Get Involved With Simulation at the Local, National, & International Level



**If You Feel Fatigued, Take A Minute To Rest**



# How Faculty Can Feel Preparing All Of These New Approaches.....Only Kidding!!



Faculty Concerns: Control, Impact on the On-Campus Program, Quality, "Dis-ease", Compensation





# Ignorance is not an option!

**Tip: Always ask the naysayers,  
“Under what conditions *would* this work?”**

# Embrace Lewin's Change Theory: Unfreeze --> Move To A New Level --> Refreeze

- ★ *Create a sense of discomfort with status quo*
- ★ Provide motivation to change
- ★ Assess driving and restraining forces
- ★ Support driving forces
- ★ Neutralize restraining forces
- ★ Reinforce the change
- ★ Integrate the change into behavior

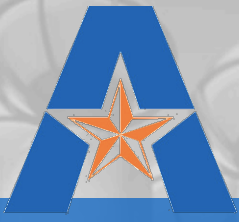


Oh, crap!  
Was that  
TODAY?



REGAN





# How Do We Get Started?

"To achieve greatness –  
Start where you are;  
Use what you have;  
Do what you can."

Arthur Ashe

# ARE YOU MAN ENOUGH...



**David Rothberg, RN**  
Critical Care  
Health Central  
Bass Guitarist

**Scott Grabowski, RN**  
Emergency Dept.  
Orlando Regional  
Healthcare  
Fisherman

**Jason Treake**  
Future RN  
Nursing Student  
Surfer

**Curtis Arnold, RN**  
Medical Oncology  
Orlando Regional  
Healthcare  
Distance Runner

**Ben Mercado, RN**  
Cardiac Care Unit  
Orlando Regional  
Healthcare  
Basketball Guard

**Madhar Najj, RN**  
Cardiovascular Intensive  
Care Unit  
Florida Hospital  
Soccer Forward

**Mark Daniels, RN**  
Emergency Room  
Health Central  
Rock Climber

**Shagon Logo, RN**  
Cardiac Observation Unit  
Orlando Regional  
Healthcare  
Scuba Diver

**Brian Brooks, RN**  
Clinical Educator,  
Emergency Dept.  
Florida Hospital  
Golfer

# ...TO BE A NURSE?

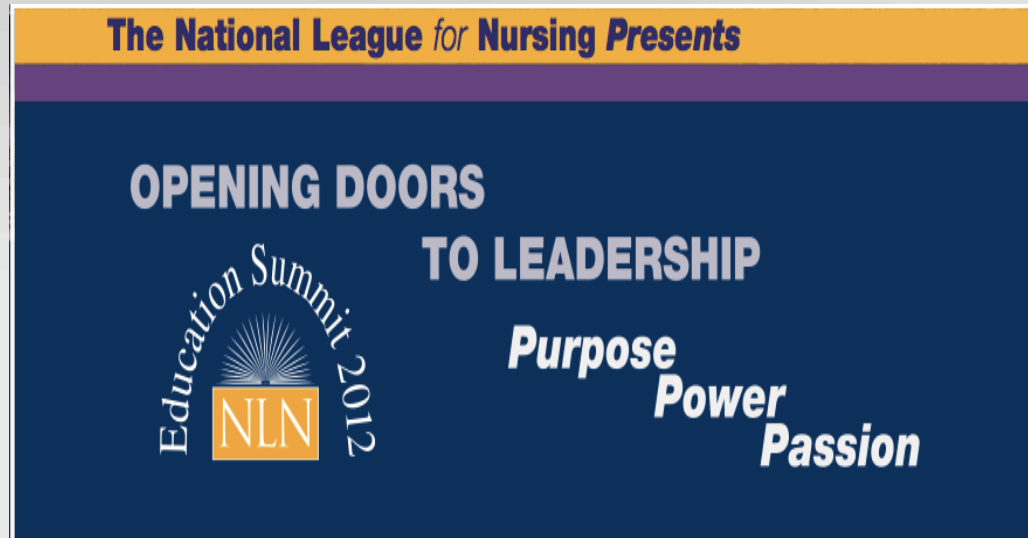
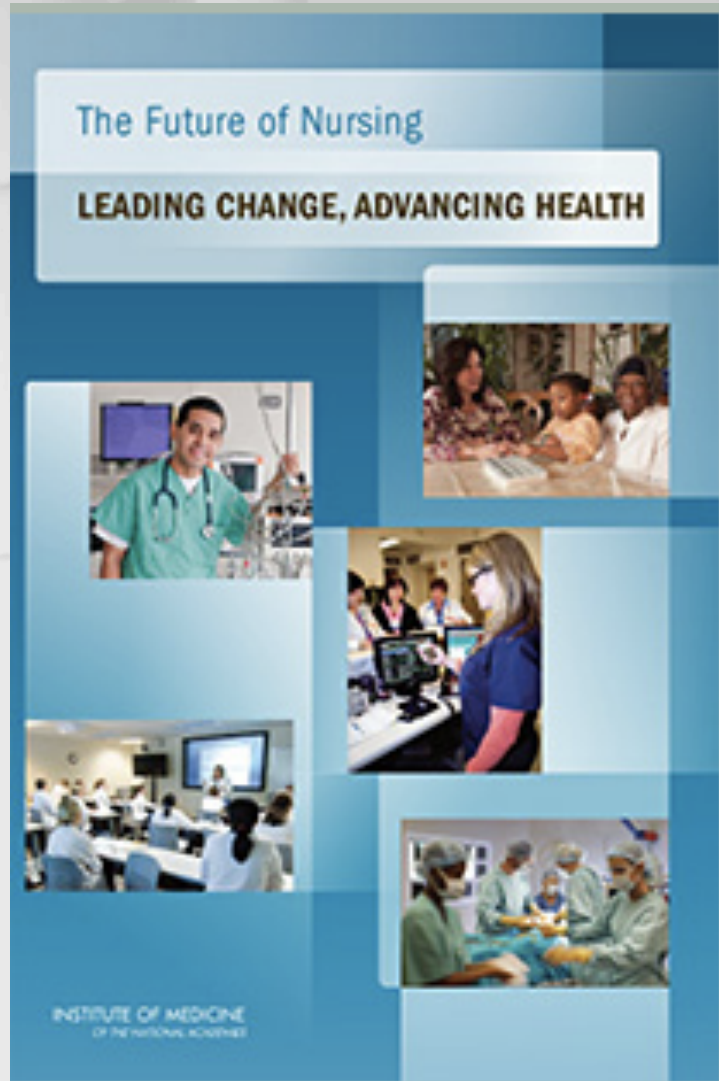
Want a **career** with **unlimited opportunities** that will challenge your **intelligence, courage** and **skill**, **be a nurse.**

For information about the exciting possibilities in the nursing profession, including links to educational & financial resources, go to [www.WorkforceCentralFlorida.com/PHC](http://www.WorkforceCentralFlorida.com/PHC).



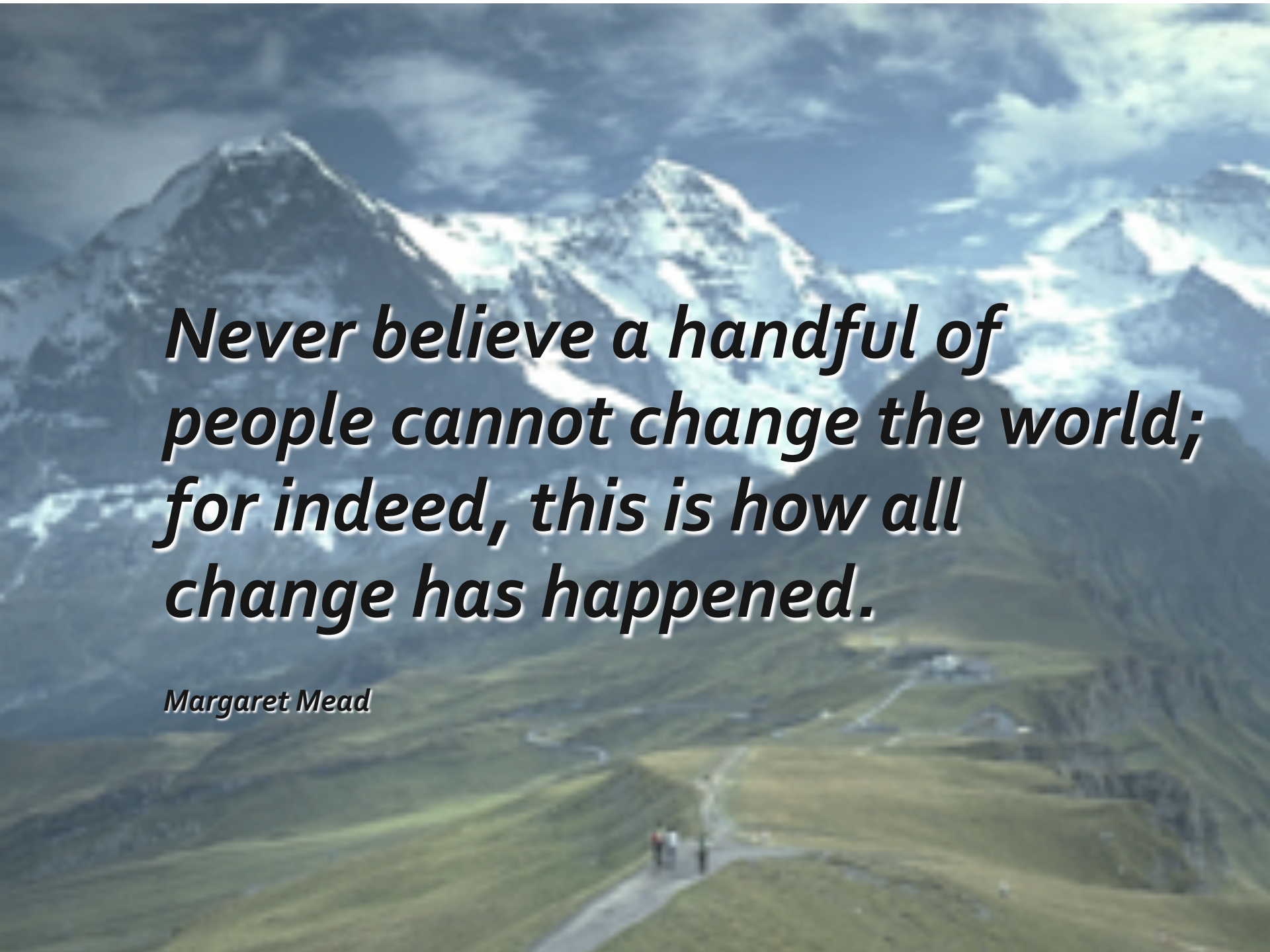


# Are You NURSE Enough .....



## ... To Lead??



A scenic view of a mountain range with snow-capped peaks and a green valley below. The sky is blue with some clouds. The text is overlaid on the image.

***Never believe a handful of  
people cannot change the world;  
for indeed, this is how all  
change has happened.***

***Margaret Mead***