

UNIVERSITY OF IOWA  
COLLEGE OF MEDICINE

## Culture Change: Why Can't We Just Work Together Peacefully?

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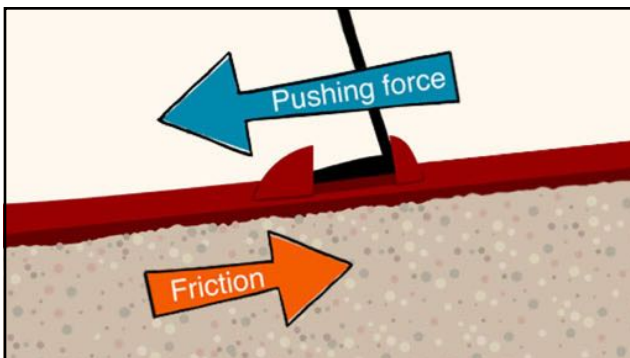
### Background

- ≈ 35,000 cases/year
- 3-OR suites / multiple satellites
  - ≈ 52 anesthetizing sites
- Residents: N = 60 (15/class)
- CRNAs: N ≈ 55
- SRNA: N = 10/class (x 3)

### The Scenario




- Anesthesia care team model
  - Both residents and CRNAs provide care
  - Many experienced CRNAs
  - IA is an opt-out state



**Sample events**

- Poisoning the waters
- New Children's Hospital
- Busy evening OR schedule



A photograph of numerous wooden blocks, similar to those used in board games, arranged on a wooden surface. The word "EXAMPLES" is spelled out in a row of blocks in the center of the image.



**Actions**

- Change environment
- Set / discuss expectations
  - Joint understanding of institution/department/individual goals
- Listen
- Talk
- Group planning

