Reducing Adverse Drug Events through Leadership

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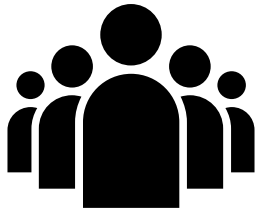
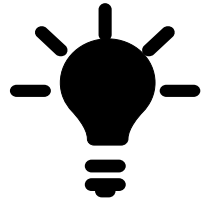
Research Questions

What are Adverse Drug Events?



What is leadership?



Would implementing leadership, reduce adverse drug events?


Medicine
Right
Nurse
Drug
Dose
Effect
Check
Time
Order
Safety
Document
Doctor
Patient
Know
Inform
Refuse
Possible
Take
Verify
Dosage
Date
Reason
Error
Physician
Administer
Allergies
Label
Whether
Name
Ask
Harm
Schedule
Hospital
Prescribed
Occur
Help
Side
Very
See
Sure
Make
Fact
Safe
Adverse
Known
Inpatient
Outpatient
Appropriate
Observed
Give
Educated
Single
Bar
Many
Stop
High
Sign
One
Save
Tech
Despite
Supplements
Assess
Coded
List
Way
Up
Here
Remember
Electronic
Bracelet
Before
Compare
Stay
Loved
Given
Notify
Unsafe
Strategy
Prepared
Preventable
Setting
Keep
Records
Importantly
Computerized
Route
Cause
Last
Response
Feels
Discussed
Involves
Desired
Possible
Range

Introduction: Adverse drug events (ADE)

Definition of Medical Errors

"Preventable event that caused inappropriate medication use or patient harm from medication given from healthcare professional", (

Information on Adverse Drug Events

Also called, "Medication Errors",
"Administration Errors", "Treatment Errors"

100 medication errors results in an adverse drug event- patient dies

Causes of Administration Errors

Inadequate written prescriptions, documentations, and transcriptions

Pharmacy dispensing errors and stock management

Misreading medication label, prescription, product

Causes of Administration Errors

High workload problems with access and functionality of equipment

Clinical staff being fatigued and stressed

Interruptions during medication administration

Introduction to Adverse Drug Events (ADE) Cont'd

- Where and when they occur
  - Emergency department
  - Intensive Care Units
  - Shifts – mostly 4am to 8am (overnight)
  - Patients receiving IV medications
  - Patients' homes
  - Hospitals, Clinics, Private practices

http://fra.europa.eu/en/joinedup/tools/leadership-and-coordination/leadership

Definition of Leadership

"**Leadership** is a **process** whereby **an individual influences a group** of individuals to achieve a common goal. " - (Northhouse, 2007 p.3)

Definition of Influence

Influence is the ability to complete work with others whom you have **no direct authority of direct control over**. Must build a trusting relationship.

Introduction: Leadership in Healthcare

Communication

"**Lack of communication** & **lack of Collaboration** may be **responsible** for as much as **70% of adverse events** currently reported(Center for Creative Leadership, 2011)."

Definition of Teamwork

"Group of goal-focused individuals with specialized expertise & complementary skills who: COLLABORATE, INNOVATE & PRODUCE CONSISTENTLY SUPERIOR RESULTS"

(Society for Human Resource Management, July 2015)

Research Limitations

Less studies conducted on adverse drug events and medication errors

Based on articles and past studies, not my own study

Literature Review

Articles on:

- Adverse drug events
- Leadership
- Communication

Search Terms: Adverse Drug Events

Adverse drug events, Drug safety, Medication errors, Healthcare errors, Treatment errors, Healthcare safety, Drug administration, Patients and medications, Medication safety

Data Sources

CINAHL, PsycINFO, EMBASE, PubMed, MEDLINE, National Institute of Health , Center for Creative Leadership

Search Terns: Leadership

Leadership in healthcare, teamwork and healthcare, health administrative leadership, communication and leadership, communication and health professionals

Data and Results

Ways to Prevent ADEs 1	Understand how and why medication errors occur
Ways to Prevent ADEs 2	Stages they take place in written prescription from physician, pharmacy labeling, packaging, nurse administering
Ways to Prevent ADEs 3	Observe what causes the medication error as they occur- not refer to person directly involved with it
Ways to Prevent ADEs 4	Report medication errors to healthcare team of the patient

Conclusions

Trust

Leadership workshops improve the **trust** amongst healthcare team

Communication

Improve **communication** between clinicians during transaction and handoffs and must be clear when communicating with other healthcare professionals

Collaborate

Double check orders and **collaborate** with other clinicians and minimize distractions during administration of medications

Leadership

Everyone in the healthcare facility are **leaders**
The First person you lead is you!
Leadership leads to change using a shared vision

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Future Works

Interview healthcare professionals (Nurses, Physicians, and heath administrators)

- About the current leadership in there facility
- Leadership workshops
- Communication amongst all health and non-health professionals in their workplace

Long term within my career and workplace

- Implement leadership workshop for all the professionals in the health facility
- Increase communication between the health administrators and clinical staff to reduce adverse drug events

Acknowledgements