

# High-performance teams

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High Performance teams. High Performance Teams Question A team is a group of people who can work together effectively and produce excellent outputs. The members of a team must collaborate with each other and must communicate with each other so that they can work with great efficiency and the final outcome would be perfect. In health care systems it is necessary that a team of extreme professionals is constituted so that they can prevent themselves from any sort of errors or mishaps with the patient. In health care it is of extreme importance that care and precautionary measures are taken in order to keep the patient and operate on the patient safely. While constituting a team in health care it is necessary that the members that are selected must be capable of performing the desired task with proficiency and must be capable enough of working as a team (MCB University Press, 1995). The team must consist of a head who would lead the entire team in performing the given tasks. The head of the team would be the head surgeon who has performed the operation on the knee because he would know more about the patient than anyone else. Another member would be the nurse who had been dealing with the patient since the start. A nurse is the person who marks the site on the body which is to be operated. The nurse handles all the patient's reports and medical details. It is necessary that the nurse who has been attending to the patient must be a team member. A senior surgeon who has been working in this field, having lots of experience must also be included in the team. He will be able to diagnose the error and provide a proper and more professional solution to the problem using his experience. A psychiatrist and a psychologist must also be included in the team so that they can provide psychological and moral support to the patient, as the patient would already be under great psychological stress

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because he knows that he again has to go through an operation therefore it is necessary that there must be someone present to deal with and support the patient. A dietitian is also an important member of the team as he will manage the diet of the patient. The diet of the patient is of utmost importance and a proper dietitian can only know what should be the proper diet of the patient according to his medical conditions. Question 2 Without proper communication between the team members the team cannot work efficiently and if the team is unable to work together effectively then the patient's life would be at risk. It is of utmost necessity that there are no communication gaps in between the team members. Open communication ensures that every group member is respected and their opinions are of value and everyone is allowed to speak up with their ideas and opinions. Speaking up gives birth to many new ideas and notions. If the team member knows that he is respected and his ideas and opinions are given value, the team member will be more devoted and will put in more efforts. Team dynamics are the invisible forces that exist in between the different team members. Team dynamics greatly affect the performance of the team. Friendship among the team members can have both positive and negative impact. Friendship among the team members can lead to great negative impacts on the other team members because friendship among a few of the members may make the other members feel neglected and thus may cause the group or team to be divided into sub groups and this can build communication gaps between the team members and thus can affect the overall performance of the team (Silberman, 1998). Question 3 It is necessary that certain strategies are developed in order to manage quality treatment for the patients. If proper strategies are not designed then the

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patients will not be satisfied and will not prefer such a hospital or health care organization. It is necessary that the nurses that are hired must be perfectly trained and educated so that they cannot make any mistakes. It is usually the nurses who make mistakes which the patient has to suffer. The nurses must be so trained in their work that they can work under all conditions and stress. The nurses must efficiently work under all possible conditions of stress and must not show any sort of negligence in their duty because it can have serious adverse effects on the patient and the hospital. Secondly the doctors and surgeons that are hired must be first properly checked that they have degrees from reputable universities and have enough experience to work professionally. References MCB University Press. (1995). Team performance management. Bradford, England: MCB University Press. Silberman, M. L. (1998). The ... training and performance sourcebook. New York: McGraw Hill.