Leading a Culture of Safety: A Blueprint for Success

Leadership Development

Prioritize Safety in Selection and Development of Leaders

Length: 1.5 hours

Target Audience: CEO, COO, CMO, CNO, CIO, governance leaders, senior leaders and managers of quality and strategy, and other healthcare executives

Description: Medical errors are the third leading cause of death in the United States at 220,000 to 440,000 people dying each year from preventable errors according to the Centers of Disease Control and Prevention. Clinicians and hospital staff face a devastating impact as a result of being involved with a medical error especially in organizations without a support system in place. Moreover, only 64% of staff who responded to the 2016 Agency for Healthcare Research and Quality (AHRQ) Hospital Survey on Patient Safety Culture’s hospital comparative database felt that reported mistakes led to positive changes. To help healthcare leaders achieve total system safety across the continuum, ACHE, and the Institute for Healthcare Improvement/National Patient Safety Foundation Lucian Leape Institute developed a guide “Leading a Culture of Safety: A Blueprint for Success”. The Blueprint is designed to help leaders shape, create and sustain the type of organizational culture needed to ensure patient and workforce safety and inspire healthcare leaders on the journey to zero harm. This Chapter Template is part of a series and designed to cover “Leadership Development.” The main focus of this template is to demonstrate the importance of including safety training into the overarching leadership development program for both upcoming and senior leaders.

Faculty: Moderator plus two to three panelists. Moderator should be a healthcare executive with experience in strategies to improve patient safety performance in their organization. Preferably a CEO, CMO, CNO or Chief Safety Officer. A healthcare consultant who has worked with an organization on patient safety/organizational culture initiatives at the senior-level could also be considered as a moderator. Panelists should include at least one CEO, CLO, HR Director or senior healthcare executives who can draw on their experiences of creating effective strategies to improve organizational culture, and patient safety performance and have been responsible for implementing leadership development training within their organization.

Topics for Discussion:
- Overall background and purpose of the document “Leading a Culture of Safety: A Blueprint for Success”.
- A brief review of each of the six domains.
- A brief review of how guide is organized two levels- foundational and sustaining and provides overarching strategies and tactics, and assessing execution.
- Deep dive into the “Leadership Development: Prioritize Safety in Selection and Development of Leaders”.
- Strategies and Tactics: foundational and sustaining (provide examples of how organizations can implement).
- Review- “Tactics” and “Assessing Execution”.
- Self-Assessment Tool – “Leadership Development”

Questions for Discussion:

1. Describe your organization’s journey toward embracing a culture of safety.
2. What specific steps have you taken to instill the concepts of creating a safety culture into the leadership development training within your organization?
3. How is this culture of safety training similar or different for clinical and administrative leaders?
4. What challenges have you faced while trying to incorporate safety training into the overarching leadership development training for the organization and what are some ways you overcame those challenges?
5. What steps have you taken to determine if professional development plans for leadership and healthcare staff in the area of safety are effective?
6. Where are still some areas of opportunity for your organization with regards to incorporating safety training into the overall leadership development training for the organization?

Materials for Distribution:


Additional Resources:


