



**Team Storm Project:
building leadership skills
and team resilience for
nursing staff in a busy
outpatient cancer centre**

**Romony Jeans
Clinical Nurse Educator
Cancer Centre
Fiona Stanley Hospital
Perth, WA**



- **What's in a name**
- **What's in a project**



Project aim:

To improve team morale and teamwork amongst the 65+ nursing staff working in a fast paced, high acuity FACT and NATA accredited Cancer Centre (34 chairs/beds).

The service provides Haematology and Oncology outpatient treatments including clinical trials, stem cell transplant, CAR-T cell therapy, other immune effector cell therapy, and a full apheresis service.

Staff stress and burnout can have a significant impact on team relationships and morale - the aim of this project is to build leadership skills and team resilience.

Stage 1: Team psychological safety survey

Amy Edmondson (*Professor of leadership and management at the Harvard Business School*)

**Average overall =
3.72 out 5**

If you make a mistake on this team, it is not held against you. **4.2**

Members of this team are able to bring up problems and tough issues. **3.86**

People on this team sometimes accept others for being different. **3.79**

It is safe to take a risk on this team. **2.92**

It isn't difficult to ask members of this team for help. **3.84**

No-one on this team would deliberately act in a way that undermines my efforts. **3.5**

Working with this team, my unique skills and talents are valued and utilised. **3.92**

Leadership: “A leader is anyone who takes responsibility for finding the potential in people and processes and has the courage to develop that potential”

Brené Brown

“Let whoever is in charge keep this simple question in their head ... how can I provide for the right thing to be always done?”

Florence Nightingale

Clear is kind, unclear is unkind – Brené Brown

Stage 3 & 4:

Team Storm
session 2:

Discuss survey

Explain then
launch

Team Storm
huddle items



Huddle items based on Brené Brown's
BRAVING inventory and the SMHS core
vision and values

Excellent health care, every time

Care Integrity Respect Excellence Teamwork



Reliability

Give our best to our patients, colleagues, teams -> Excellence.
Embrace opportunities to learn and continuously improve.
Accept challenges, work proactively to deliver improvements.
Communicate clearly and respectfully.

Excellent health care, every time

Care Integrity Respect Excellence Teamwork



Integrity

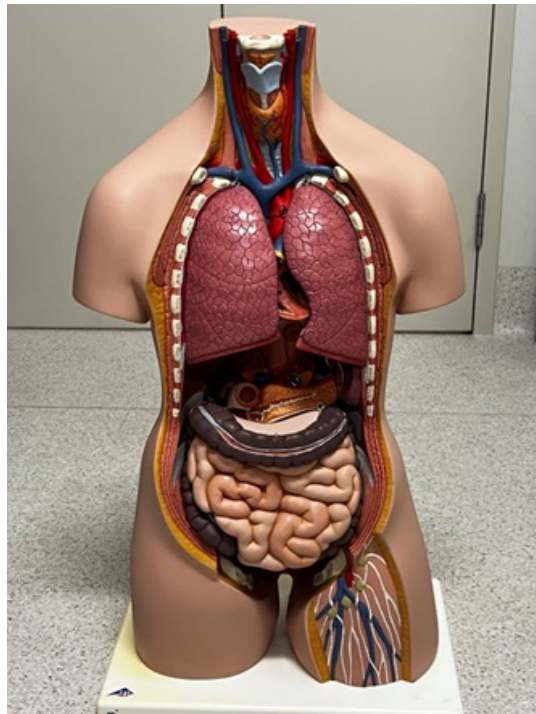
Professionalism, honesty, truthfulness, transparency, consistency, fair and equitable.

Consider how our actions and decisions impact others – patients, visitors, colleagues, organisation.

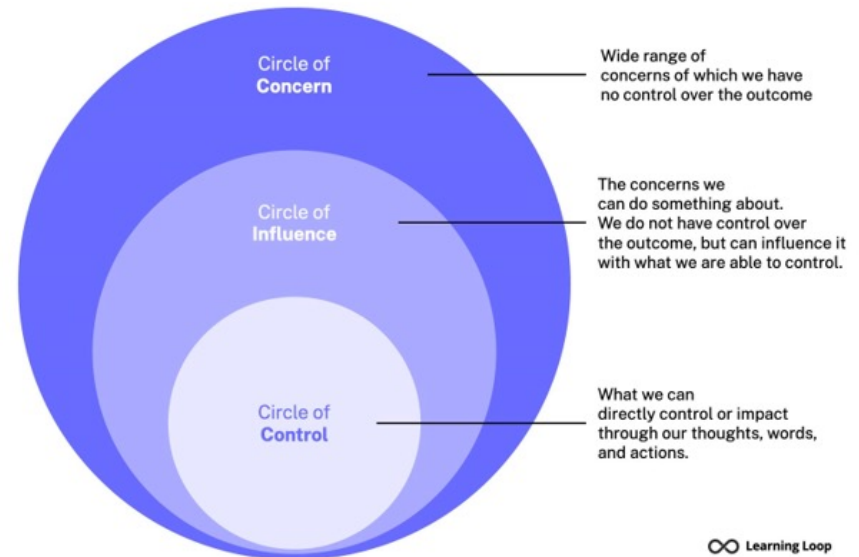
Excellent health care, every time

Care Integrity Respect Excellence Teamwork

Stage 5: Team Storm session 3



Circle of Control, Influence and Concern



1. Circle of control: Things I can control.
2. Circle of influence: Things I can influence.
3. Circle of concern: Things I have no control over.

Stage 6: SHFT – SMHS Human Factors Training



Learnings from developing and delivering the project

BRAVE and
VULNERABLE to
launch this project

Team psychology
safety matters

Increased focus
and understanding
of leadership skills
and characteristics

Reflection on the
impact of our
behaviours and
attitudes

Many staff
recognised and
commented on
need for this work

Compassionate
leadership
improves team
resilience



Into the future...

- Team psychological survey redone – same score
- Continue with Team Storm education sessions – creating a series on resilience
- Continue Team Storm huddle items – keeping concepts in focus

References

- South Metropolitan Health Service Care to Lead program
- (2025). Wearecoachable.com. <https://www.wearecoachable.com/blog/how-to-measure-psychological-safety>
- Surveyplanet. (2022a, January 10). Likert scale - how to interpret the results. SurveyPlanet. <https://blog.surveyplanet.com/likert-scale-how-to-interpret-the-results-of-a-satisfaction-survey-scale>
- Brown, B. (2018). Dare to lead : brave work, tough conversations, whole hearts. Random House.
- Toxboe, A. (2023, March 23). Circles of Influence. Learning Loop. <https://learningloop.io/glossary/circles-of-influence>

Thank you and Questions

