



# Less Deliberation

## ↳ More Action



**Less deliberation** means reducing the time spent on excessive discussion, analysis, and decision-making processes. It involves streamlining meetings and discussions to focus on key points and making timely decisions. This shift encourages a more efficient approach to problem-solving and decision-making, ensuring that valuable time and resources are not spent in unproductive or unnecessary debates.



**More action** means prioritizing execution and implementation over prolonged planning and discussion. It involves taking decisive steps to put plans into motion and addressing issues promptly. This shift promotes a culture of proactivity, where ideas and decisions are quickly translated into tangible results. It encourages teammates to take initiative and drive progress, fostering a dynamic and results-oriented environment. This shift may require teammates to adjust to a higher level of comfort with calculated risks. To be successful in this shift, teammates will need to offer trust to decision makers and presume positive intent.

### Example Scenarios

#### Addressing a Sudden Increase in Patient Admissions

**Less Deliberation:** A team in the emergency department (ED) faces a sudden surge in patient admissions. Instead of spending time in lengthy discussions about how to handle the situation, the team quickly assesses the immediate needs and prioritizes tasks.

**More Action:** The team divides responsibilities and take immediate steps to manage the increased workload. They streamline triage processes, allocate resources efficiently, and communicate effectively to ensure that all patients receive timely care. Their proactive approach helps manage the surge without compromising patient care.

#### Enhancing Clinical Education

**Less Deliberation:** The Clinical Education team recognizes that the current curriculum is outdated and may not be meeting the needs of the teammates. Instead of spending months in discussions and planning, the manager quickly gathers feedback from teammates and identifies the key areas that need improvement.

**More Action:** The manager decides to implement a refreshed and updated curriculum that includes online modules, workshops, and hands-on training sessions. They set a clear timeline for rolling out the program and immediately begin the implementation process. The prompt action results in more effective training, better-prepared staff, and improved overall performance.



Scan the QR code to learn more about this culture shift.