



TeamBirth: Process Innovation for Clinical Safety, Effective Communication, and Dignity in Childbirth

NJ Cohort 6 Collaborative Learning Session #5

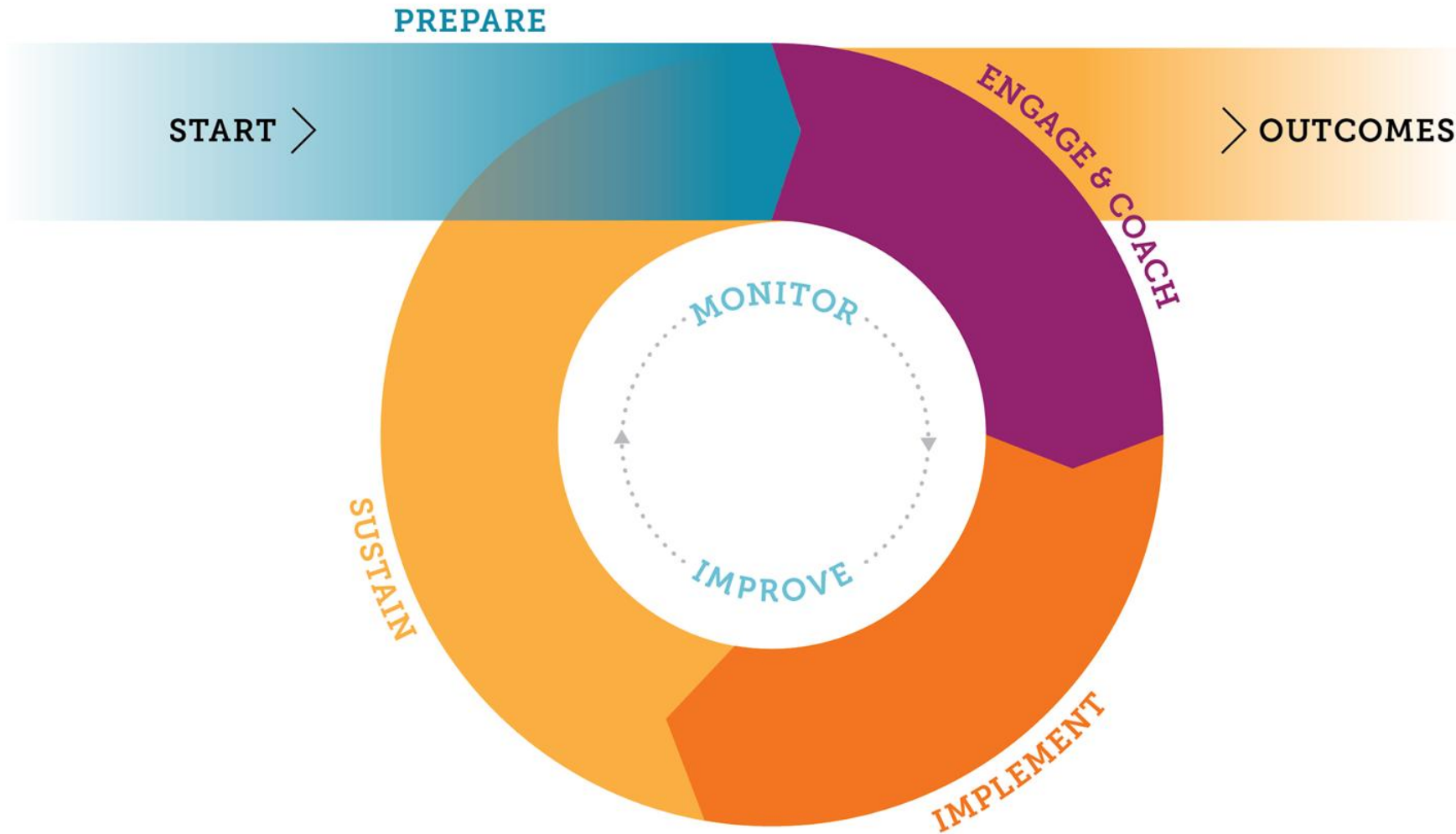
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TeamBirth Implementation Pathway

Guiding practice and culture change activities to ensure effective and sustainable implementation



TeamBirth Implementation Roadmap

Building on the priority implementation activities from the first session



PHASE	PREPARE	ENGAGE & COACH	IMPLEMENT	SUSTAIN
CORE ACTIVITIES	✓ Build your team ✓ Develop your strategy ✓ Assess your context ✓ Customize TeamBirth	✓ Socialize TeamBirth ✓ Provide training & practice huddles ✓ Restart patient surveying ✓ Test & improve	✓ Collect data & feedback ✓ Launch TeamBirth ✓ Monitor & celebrate progress	✓ Embed for sustainability ✓ Evaluate impact & continuously improve

NJHCQI TeamBirth Websites

Access Cohort 6 resources at this **private website**:

www.njhcqi.org/teambirthnjcohorts

Password: NJcohorts2022!

Public TeamBirth NJ website:

www.njhcqi.org/shared-decision-making

NEW JERSEY HEALTH CARE
QUALITY INSTITUTE

WHO WE ARE OUR WORK MEDIA RESOURCES EVENTS

TEAMBIRTH NJ COHORT RESOURCE PAGE

TeamBirth is a shared decision-making program that aims to improve safe and respectful childbirth care.

It involves a series of team huddles and other tools used during labor and delivery, to improve communication and ensure care that aligns with patient preferences.

Developed by Ariadne Labs, TeamBirth was designed to operationalize best practices in communication, teamwork, and clinical care, in collaboration with experts from the major professional organizations in obstetrics in the United States, including ACOG, SMFM, ACNM, and AWHONN. The goal is to ensure these practices are occurring reliably with all patients throughout every labor.

Watch on YouTube

COLLABORATIVE LEARNING SESSION SLIDES

COHORT 2	COHORT 3	COHORT 4
SEE RESOURCES	SEE RESOURCES	SEE RESOURCES

COHORT 5

SEE RESOURCES

RESOURCES

- GENERAL TEAMBIRTH INFORMATION
- DISCUSSION GUIDES
- PATIENT SURVEYING
- PUBLICATIONS ABOUT TEAMBIRTH
- STAFF TRAINING
- TEAMBIRTH DATA SUBMISSION FORMS

Practicing Core Knowledge & Skills: Incorporating Doulas





Incorporating Doulas into Huddles



DOULAS

SCENARIOS AND PRACTICE

DURING ADMISSION, BEFORE A HUDDLE

While getting Kelsey settled, Nurse Trisha asked if she has a birth plan or wants to share any specific birth preferences. Kelsey shares that she started a birth plan with her doula Isabel but didn't end up finishing it since she knows so much can change.

Doula: “Yes! We started to talk about some of Kelsey’s hopes for labor and birth, knowing of course that things can change. I’m here to support her in having a positive experience in any case.”

Nurse: Yes, it’s ok either way. You can tell us things that are important to you anytime throughout your stay. What’s on your mind right now?

Kelsey: “Well, I’m interested in trying to go natural for as long as possible and trying some pain-coping techniques with Isabel, like walking around, massage, and bouncing on the ball. I do know I want Niko to come up here (Kelsey pats her heart 🧡) right after birth, and I want to try breastfeeding as soon as possible. And I want my aunt Yara to be with Niko if there’s any time I can’t be.”



DURING
ADMISSION
BEFORE A
HUDDLE

Labor & Delivery Shared Planning Tool

Kelsey & Baby Niko
Isabel - Doula
Yara - Auntie
Trisha - Nurse
Whitney - Midwife

PREFERENCES

go natural as long as possible
pain coping with Isabel
Niko to Kelsey's chest right away
breastfeed ASAP
Kelsey or Yara with Niko all the
time

PLAN

Me

Baby

Labor Progress

NEXT HUDDLE

when Whitney comes in

EARLY LABOR

ACTIVE LABOR

PUSHING

DOULAS

SCENARIOS AND PRACTICE

ADMISSION HUDDLE

Midwife: “Okay, let’s huddle! Nurse Trisha let me know that your water is broken. Lots of first-time mamas have their water break first before labor starts. We can discuss a few options to ensure your labor continues progressing. I see that you are hoping to go natural as long as possible, so a first step could be walking around and bouncing on the ball with support from your doula and sister. We will monitor you closely in case there's any indication for augmenting your labor medically with Pitocin.”

Kelsey: “That sounds good. I remember hearing about Pitocin during a prenatal visit and from Isabel. I think Yara had Pitocin too for her labor and found it to be really painful.”



DOULAS

SCENARIOS AND PRACTICE

ADMISSION HUDDLE

Midwife: “Right, so when your water breaks and you’re not in labor, we often give Pitocin to get it going. [explains pitocin]”

Kelsey: “Oh–am I *not* in labor? I’ve been having contractions ever since my water broke.”

Nurse: “The monitor shows you’re having contractions every 3-5 minutes, but you don’t seem to notice most of them. Does that sound right?”

Doula: “Kelsey was squeezing my hand and breathing really hard every 10 minutes, I’ve been timing it. Now she's doing that every 6 or 7 minutes, and she is squeezing my hand a lot harder. So I think Kelsey maybe *is* in labor?”



Labor & Delivery Shared Planning Tool

TEAM

Kelsey & Baby Niko
Isabel - Doula
Yara - Auntie
Trisha - Nurse
Whitney - Midwife

PREFERENCES

go natural as long as possible
pain coping with Isabel
Niko to Kelsey's chest right away
breastfeed ASAP
Kelsey or Yara with Niko all the
time

PLAN

Me Eat a snack!
 Move around
Baby Listen on & off

Labor Progress
try lots of moves now
start Pitocin later if needed

NEXT HUDDLE

In 2-3 hours after the next exam, if we need to
(As needed)

EARLY LABOR

ACTIVE LABOR

PUSHING

Questions?

Are there scenarios you are curious about or most want to practice with TeamBirth and/or the shared planning board?

What questions do you have about using the board?

Provider reflections:

How does TeamBirth directly help clinical teams on shift?



← Before	✓ With TeamBirth	★ Why it matters on shift
Introductions inconsistent	Everyone introduced (including support people)	Faster trust → fewer repeated explanations
Roles unclear or forgotten	Names and roles visible on board	Less confusion about responsibilities
Preferences inconsistently discussed	Preferences written and revisited	Fewer surprises when plans change
Plan shared verbally	Plan written in clear language	Less re-explaining to patients and team
Plan changes unclear	Changes tied to patient preferences	Less pushback; more understanding
Next steps vague	Next step clearly written	Fewer interruptions asking for updates
Important info emerges late	Discussion surfaces new information	Catches critical details earlier
Information depends on memory	Shared visible plan updated in real time	Better continuity across shifts

START >

PREPARE

ENGAGE & COACH

> OUTCOMES

MONITOR

Core Implementation Activity: **TEST & IMPROVE**

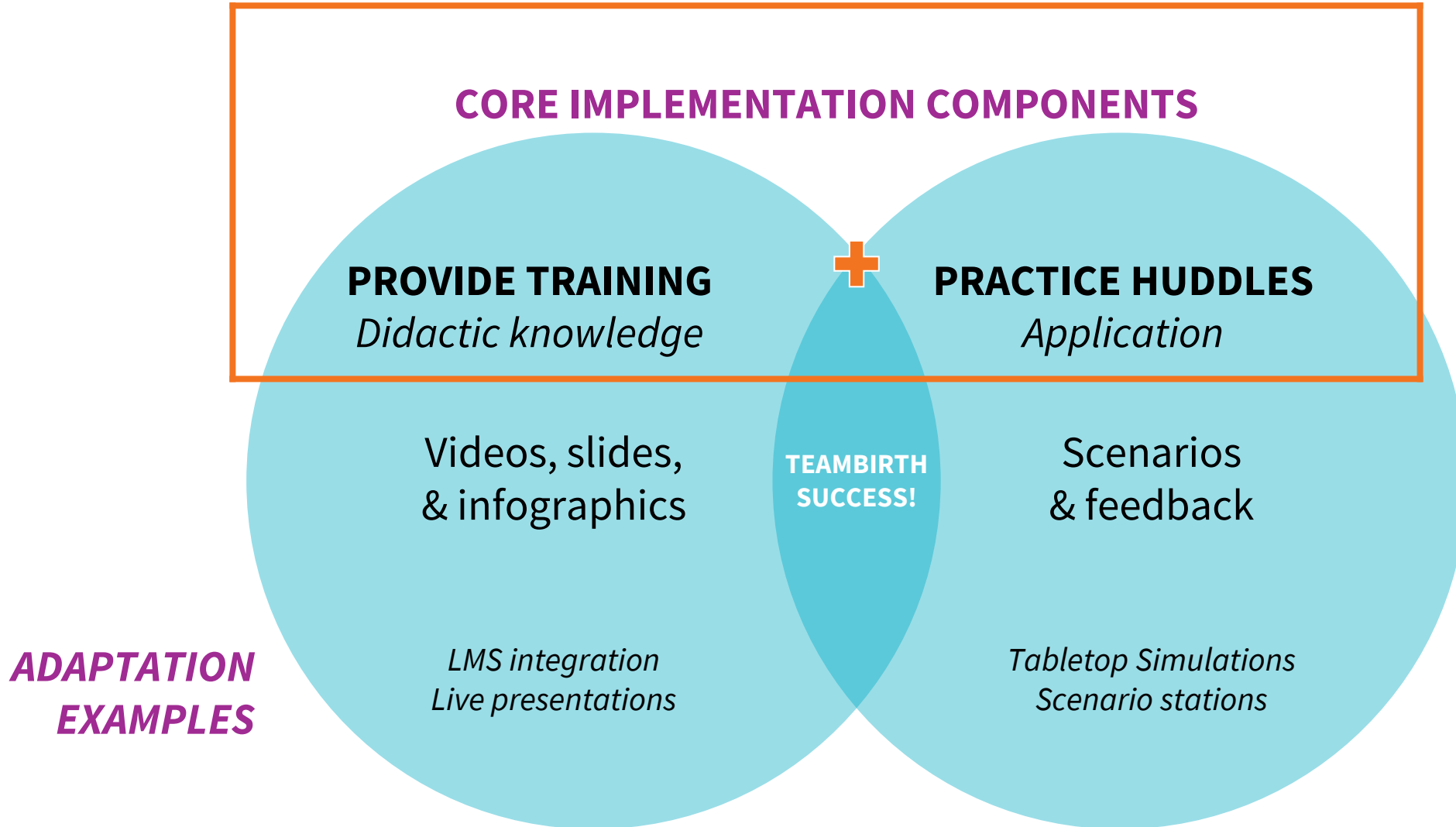
USTAIN

IMPROVE

IMPLEMENT

For TeamBirth Success,

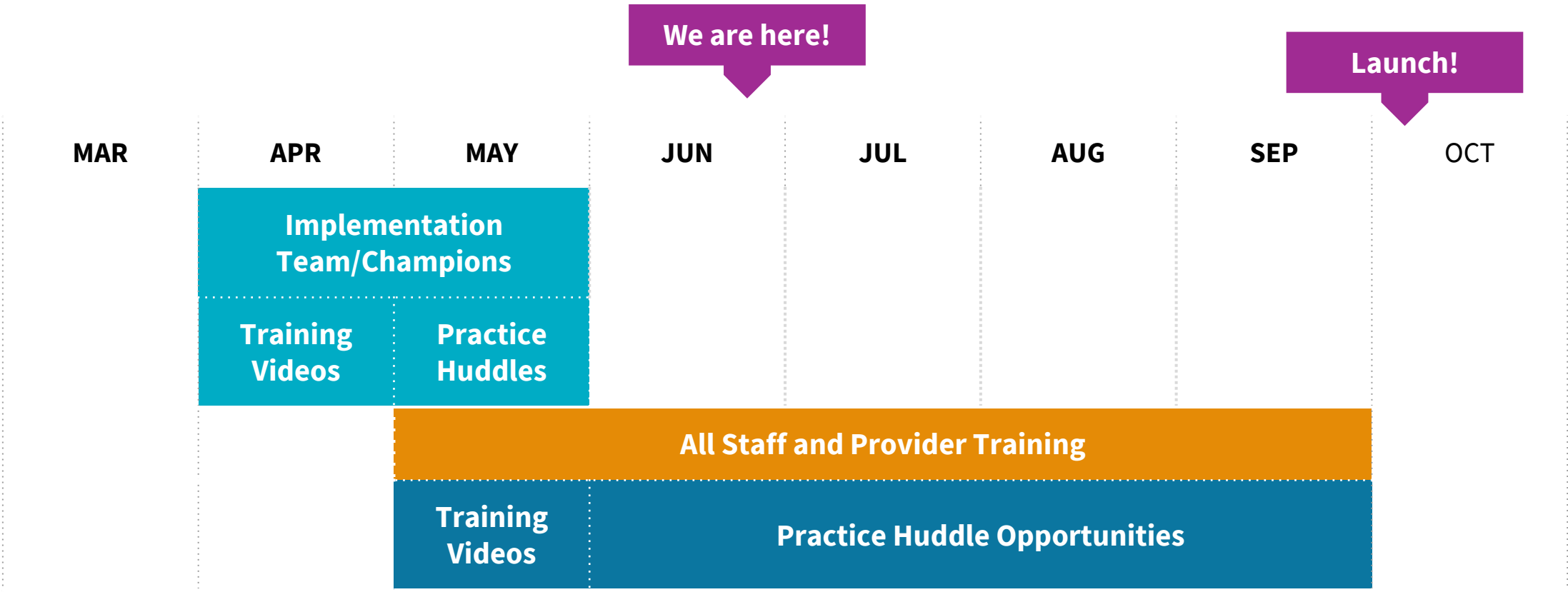
Ensure everyone has the necessary knowledge AND the opportunity to apply it





Training Timeline

Start by training and practicing with your champions so they are ready to support staff training this fall through launch



Goal: 80% of staff completed



ENGAGE & COACH PHASE

TEST & IMPROVE

CORE: Conduct small scale testing to create and improve the adapted TeamBirth components as well as implementation activities

OBJECTIVES

Test your adapted board design with champions in huddles and get their feedback to improve your design

Gather feedback from teams about how training and huddle practice is going and make strategy updates as necessary

ADAPT

Who you involve and your methods and timeline for improvement



Conduct Small-Scale Testing

Testing TeamBirth before rolling it out for your full unit will help you:



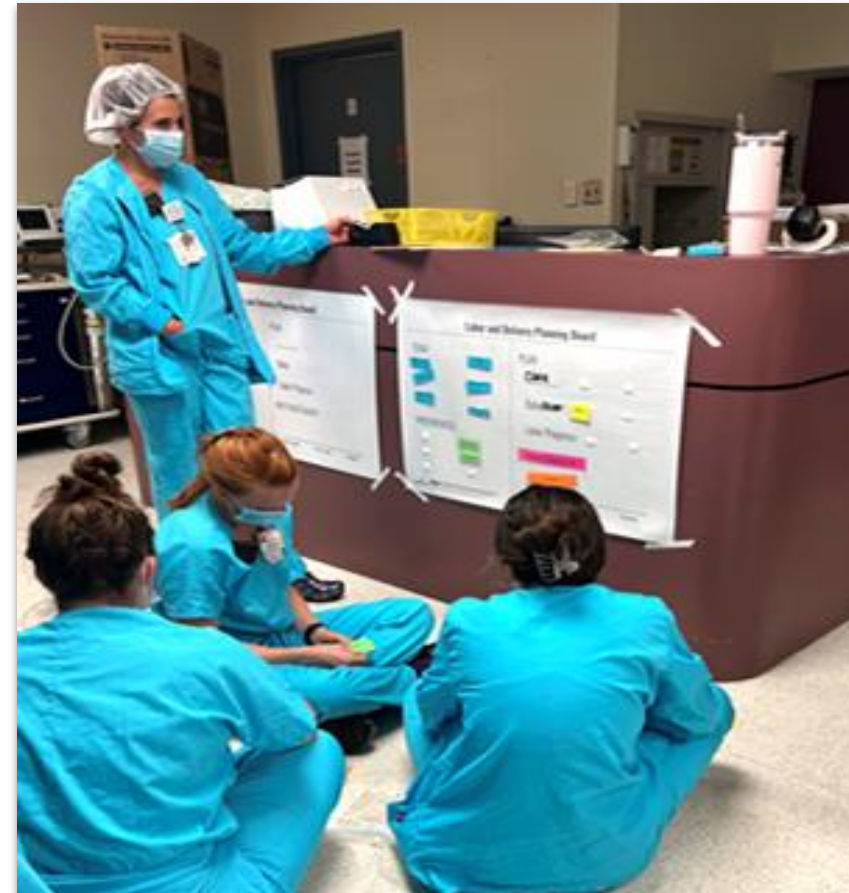
- Learn what works and what doesn't
- Identify and address changes that will make TeamBirth work better for both clinical teams and your patients
- Avoid frustrating, time consuming, and costly mistakes

Keep testing and improving after launch too!

Small-Scale Testing: Training

Have your Champions complete training and start practice huddles

Set up a PDSA cycle to iron out huddle practice strategies



Small-Scale Testing: Accountability

Ensure all staff have clear expectations for doing TeamBirth post launch

Set up a PDSA cycle to hold providers accountable



What are your plans for providing training to staff and providers in your department?

Starting this Wednesday, sending some out today. residency program getting some at rounds

We have in-person training sessions on the unit for staff and providers

We have 6 different scheduled training sessions to sign up for.

We have our train the trainer date set as well as 10 sessions available for staff to train.

Have starting point - talking at provider meeting next week, staff will get videos via healthstream, implementation team will decide what to add shortly

Huddles and staff meetings

Leaders will be doing mock huddles with staff and providers. We will be training several champions who will do mock huddles with staff on the unit. We have bathroom reading material posting in all the bathrooms. We will also be offering mock huddle sessions at our skills days

Uploading training videos to Health Stream, education provided at staff meetings and will practice/role play prior to start.

Continue to send out videos and discuss at all staff and OB provider meetings

Required IN person Simulation for nurses and provider lunch and learn

Huddle board at nurses station for team mock huddles next month

Training videos, adding tool resources to huddles, grand rounds, videos

Staff and provider meetings, staff/providers with TB experience to mentor

Videos, posters, in service, champions

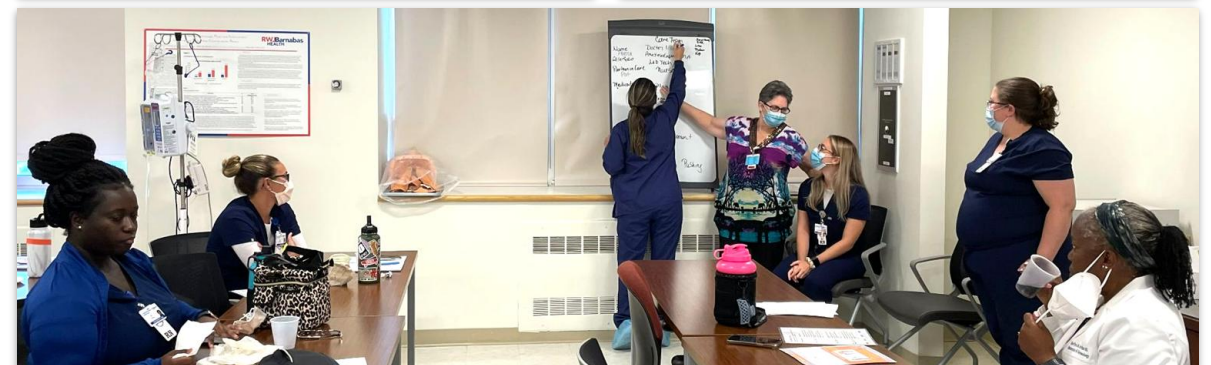
Many approaches to training

On-shift events

- Scenario station for training
- On the fly education
- TeamBirth “roadshows”
- Office hours
- TeamBirth education station
- Mini-trainings at shift changes

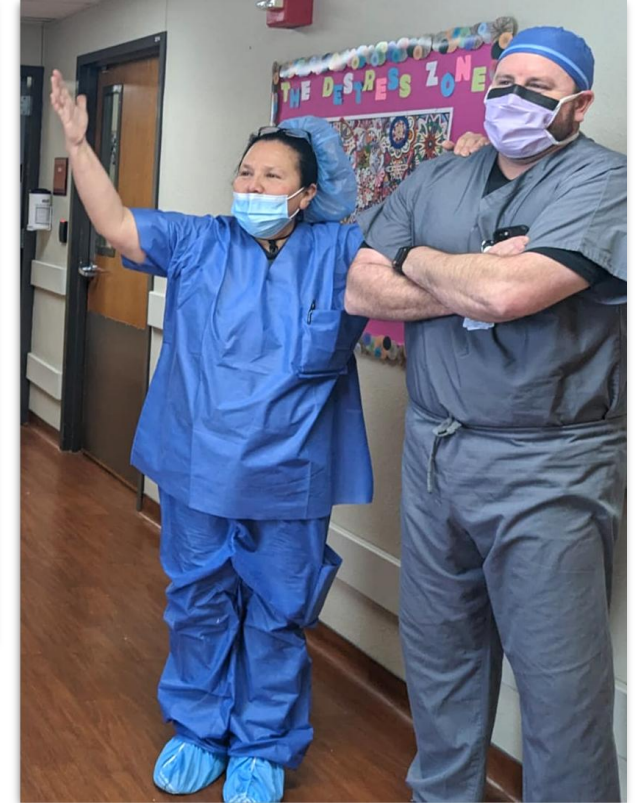
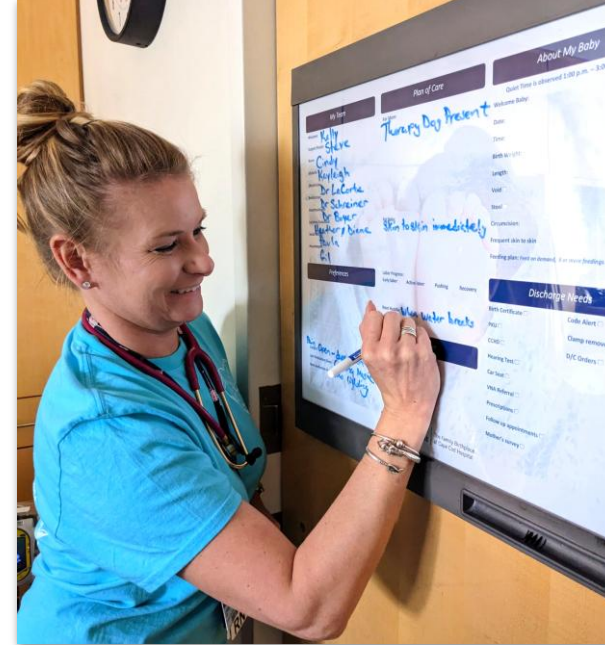
Off-shift events

- OB clinics
- SIM lab
- Repurpose unit meetings for multidisciplinary scenario practice and discussion
- Department dinner and training
- Add huddle practice to existing skills labs



Training Examples

Practice, practice, practice!



Develop your training strategy

There is no one way to train, use strategies that have worked for you



Use the [HOW TO](#) resource to start planning your training!

Adapt your shared planning tool

HOW TO | Provide training & practice huddles

Training staff to do TeamBirth in practice is a major milestone for implementation. Developing your unique training strategy requires decisions and a plan that integrates training and practicing of huddles with existing clinical and quality improvement processes.

Preview and download the training resources here:

go.ariadnelabs.org/TBtraining

There is no one way to train, use strategies that have worked for you

Assign training videos to staff based on relevant content to their role which is outlined below:

Roles	Videos
Implementation Team	1 - 7
OB Providers & Midwives	1 - 6
LDRP RNs, Doulas, CBEs	1 - 6
L&D RNs	1 - 3, 5 - 6
Anesthesiologists / CRNAs	1, 2, 6
Postpartum RNs, Lactation, & Newborn Providers	1, 2, 4

Video 1: Why TeamBirth is for everyone!
Use early and often for socialization

With input from your teams, align on your training plan:

- ☐ What are the best training methods to reach all the staff and providers in your units?
 - ☐ How do these methods differ for different groups?
 - ☐ How will you assign content and track completion?
 - ☐ How will you support practice and application of training content?
- ☐ How will the implementation team identify and mitigate barriers to training and practice?
- ☐ How will the implementation team support ongoing practice and education, as well as onboarding of new staff?

Define your training timeline and milestones

- ☐ Training videos and resources uploaded to your learning management system
 - ☐ Content is ready in time to train Champions
- ☐ Train all clinicians who may be part of the direct care team (e.g. nurses, midwives, physicians)
- ☐ Champion facilitate huddle practice with staff after training

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HOW TO | Provide training & practice huddles
Version: July 2024

Training Resources

Use these resources to support staff and provider education and training: go.ariadnelabs.org/TBtraining

(also linked on your Cohort Resource Page)

Resource Examples

- Guide to Eliciting Preferences
- Infographic | TeamBirth Basics
- Infographic | When to Huddle
- TeamBirth Shared Planning Tool Word Bank
- Spanish TeamBirth Shared Planning Tool Word Bank
- TeamBirth Training Scenarios
- Template | Training Lunch & Learn Slide Deck

... And more



TEAMBIRTH Shared Planning Tool Word Bank

This resource provides examples of patient friendly language for use when filling out each section of the shared planning tool during a TeamBirth huddle.

TEAM Who is on the team? Write down the names relevant labor and delivery roles, phone numbers, and email addresses.

EXAMPLE	ROLE
Birthing person and their support people	☐ Mon ☐ Pati ☐ Birt ☐ Part
Labor and delivery clinicians	☐ Late ☐ Alte ☐ Mid ☐ Res
Postpartum clinicians	☐ Post ☐ Nut ☐ NCI ☐ Atte ☐ Ped ☐ Neo

TEAMBIRTH Guide to Eliciting Preferences

Identifying and understanding a birthing person's preferences is key to providing equitable care and essential for shared decision making.

Preferences often develop or evolve over time. An existing birth plan likely has some preferences articulated. The Huddle section on preferences may reference a birth plan, but discussion should reflect what matters most to the birthing person at the time of the Huddle.

The Initial Huddle

During the admission process, ask open-ended questions to help the care team gauge how the birthing person and support people understand the admission process and care plan as well as identify what gives them a sense of safety and comfort. Responses provide an opportunity for education, adjusting expectations, and minimizing confusion as labor progresses.

Elicit patient preferences by asking open-ended questions like:

- What has been working for you at home?
- What things were you picturing you might use for comfort in labor?
- What have you read/heard about labor that you're wondering about for yourself?

Ongoing Huddles

Anytime a Huddle occurs, open-ended questions help the care team understand what the birthing person is experiencing and what is important to them.

Elicit patient preferences by asking open-ended questions like:

- What are you concerned or worried about right now?
- What are your hopes or wishes right now?
- What is bothering you or frustrating you right now?
- What is comforting you or reassuring you right now?

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Guide to Eliciting Preferences, Version March 2024

START >

PREPARE

ENGAGE & COACH

> OUTCOMES

MONITOR

Core Implementation Milestone: **LAUNCH TEAMBIRTH**

USTAIN

IMPROVE

IMPLEMENT



How will you go live?

What will effectively help you communicate to your leaders, staff, patients, and community?

Consider:

- Do you have a website or newsletters to include launch announcements in?
- Do you want a formal celebration or something more intimate on the units?
- Will you include different shifts, units, and provider groups?

Plan for:

- Formal remarks at “kick-off” to engage staff and announce go-live.
- Quality Institute staff will attend in-person; Ariadne Labs or NJDOH staff member *may* attend in-person.
- Quality Institute staff to observe a huddle in L&D and postpartum.
- **How else can we be helpful day of?**

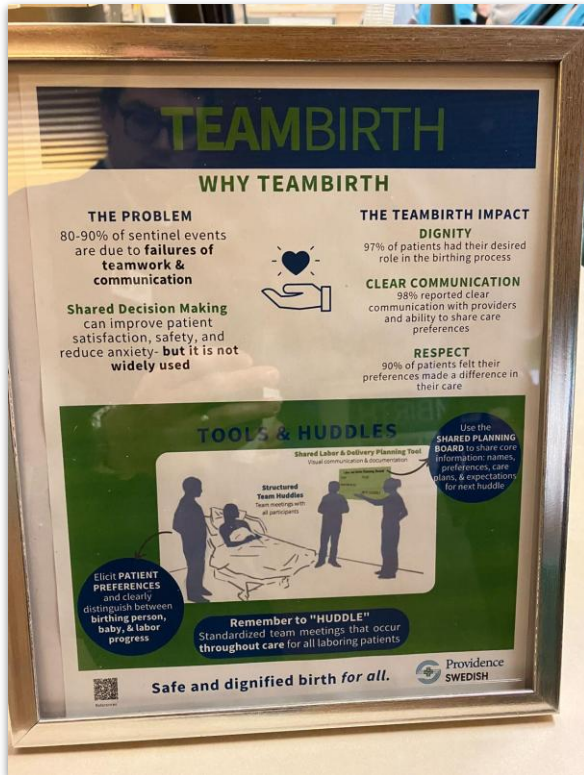
Formal Acknowledgement



Launch Location



Advertise - Invite - Promote



INTEGRIS Health @integrishealth_ · Oct 4, 2022

We are excited to announce that we are launching TeamBirth at five INTEGRIS Health Women's Centers this week! TeamBirth from Ariadne Labs is an evidence-based tool for improving communication and teamwork during childbirth. rdco.io/4Uw_gBAYFAA



EvergreenHealth 2d · 🌱

EvergreenHealth celebrates the revitalization of the TeamBirth program!

The goal of TeamBirth is to empower all members of the care team - including the patient themselves - to play an active role in shared decision-making to improve the safety and quality of care. This ensures those in labor and the clinicians who are caring for them have shared input and understanding into decisions during labor and delivery.

TeamBirth is rolling out state-wide in Washington over the next three years in a joint collaboration between [Washington State Hospital Association](#) and [Ariadne Labs](#) with funding from Ballmer Group.

Celebrating **TEAMBIRTH**



TeamBirth Launch Week Examples

SUNDAY APRIL 21	MONDAY APRIL 22	TUESDAY APRIL 23	WEDNESDAY APRIL 24	THURSDAY APRIL 25	FRIDAY APRIL 26	SATURDAY APRIL 27
 Community Event	 Board installation	 Huddle Raffle each shift	 Patient Awareness  Formal hospital event	 Social Media Press Release	 Replace current patient survey print-outs with post-implementation surveys	 Nightshift/Weekend Crew TeamBirth pizza party

Show Your Creativity

**MON, 18
GAME DAY**
WEAR YOUR FAVORITE SPORTS TEAM GEAR

**FRI, 22
TEAM BIRTH GO LIVE !!
COMPANY PRIDE DAY**
SHOW OFF YOUR FAVORITE HMH SWAG

**TUE, 19
CRAZY HAIR DAY**
LET'S SEE THOSE CRAZY HAIRSTYLES, WIGS, AND COLORS!!

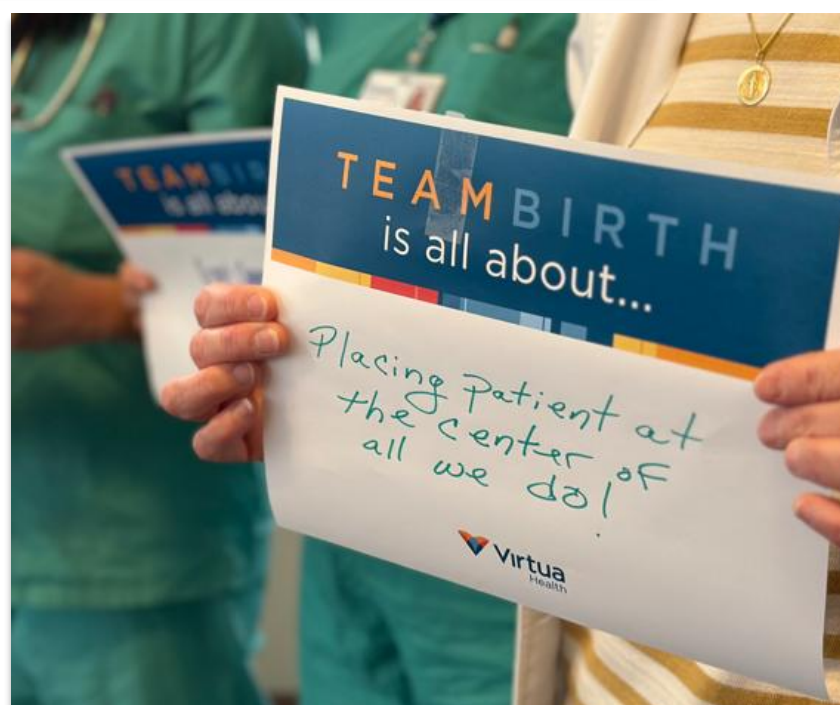
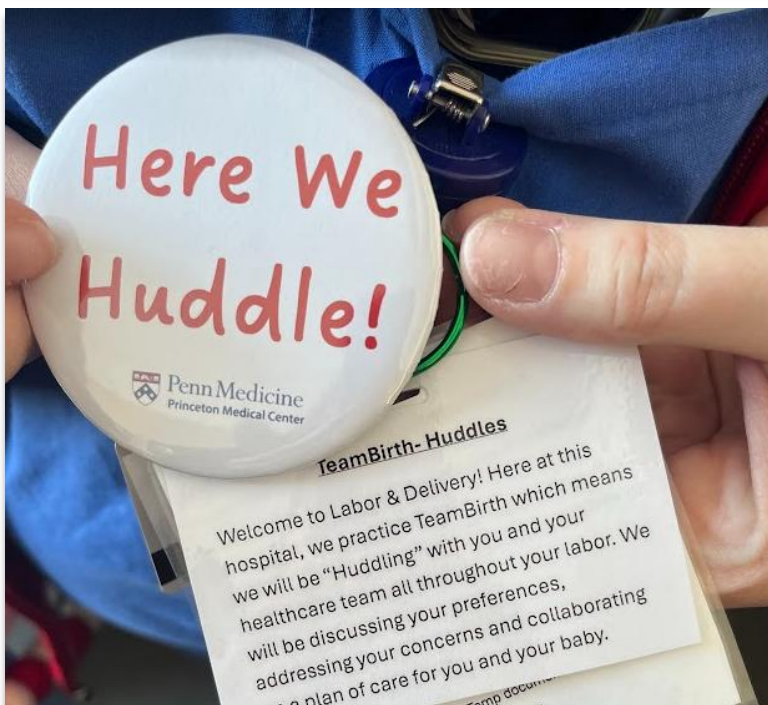
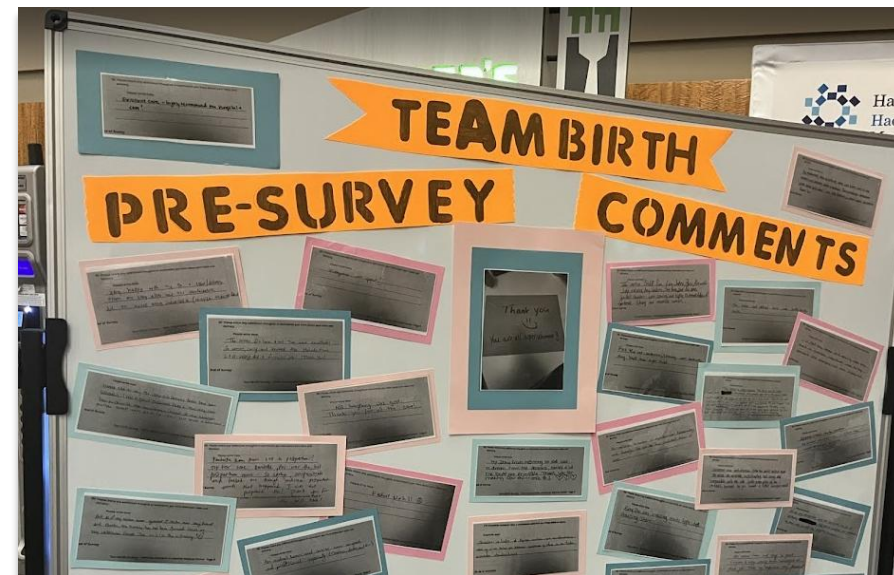
**TEAM BIRTH
NOV 18-22
SPIRIT WEEK**

**THU, 21
SOCK DAY**
HAVE A FAVORITE PAIR OF SOCKS?, SHOW THEM OFF OVER YOUR SCRUBS

**WED, 20
HAT DAY**
ROCK YOUR FAVORITE HAT!

JSUMC MATERNITY

Staff Engagement



TEAM BIRTH LAUNCH PARTY!!!

When: March 18th, 2025

- **Food and Drinks**
 - Lunch at 1:00 PM
 - Dinner at 8:15 PM
 - 3rd Floor Large Conference Room
- **Fun Games & Activities**
 - 12:00 pm to 4:00 pm
 - 7:00 pm to 10:00 pm
 - Hallway outside of 1st Floor NICU
- **Prizes and Giveaways**
- **Educational Resources**
- **1st Team Birth Patient Huddles!**
 - 9:30 AM on Labor and Delivery
 - 10:45 AM on Mother-Baby



Please sign up using QR code below if you plan on attending Lunch or Dinner!!



TEAMBIRTH

Celebratory Nourishment!



Launch Themes

TeamBirthdays are our Specialty | Purple Passion |
“Deeply Rooted” in TeamBirth | I’m on (white)board! |
Rise and Shine it’s TeamBirth Time |
TeamBirth: It’s All About You



TeamBirth Tees



TeamBirth Patient and Family Socialization



TeamBirth Developmental Tools



TeamBirth Coaching and Recognition Milestone Tracker

Milestone Purpose

Serves as a tool to document achievements, celebrate progress, and plan for upcoming milestones

Purpose	Definition
 Coaching	This milestone is a primary focus area for coaching conversations, support, and guidance throughout implementation
 Implementation Milestone	Achieving this milestone contributes directly to: 1. Successful TeamBirth implementation 2. TeamBirth Recognition
 Required for Recognition	This milestone must be completed in order to qualify for TeamBirth recognition

Milestone Status

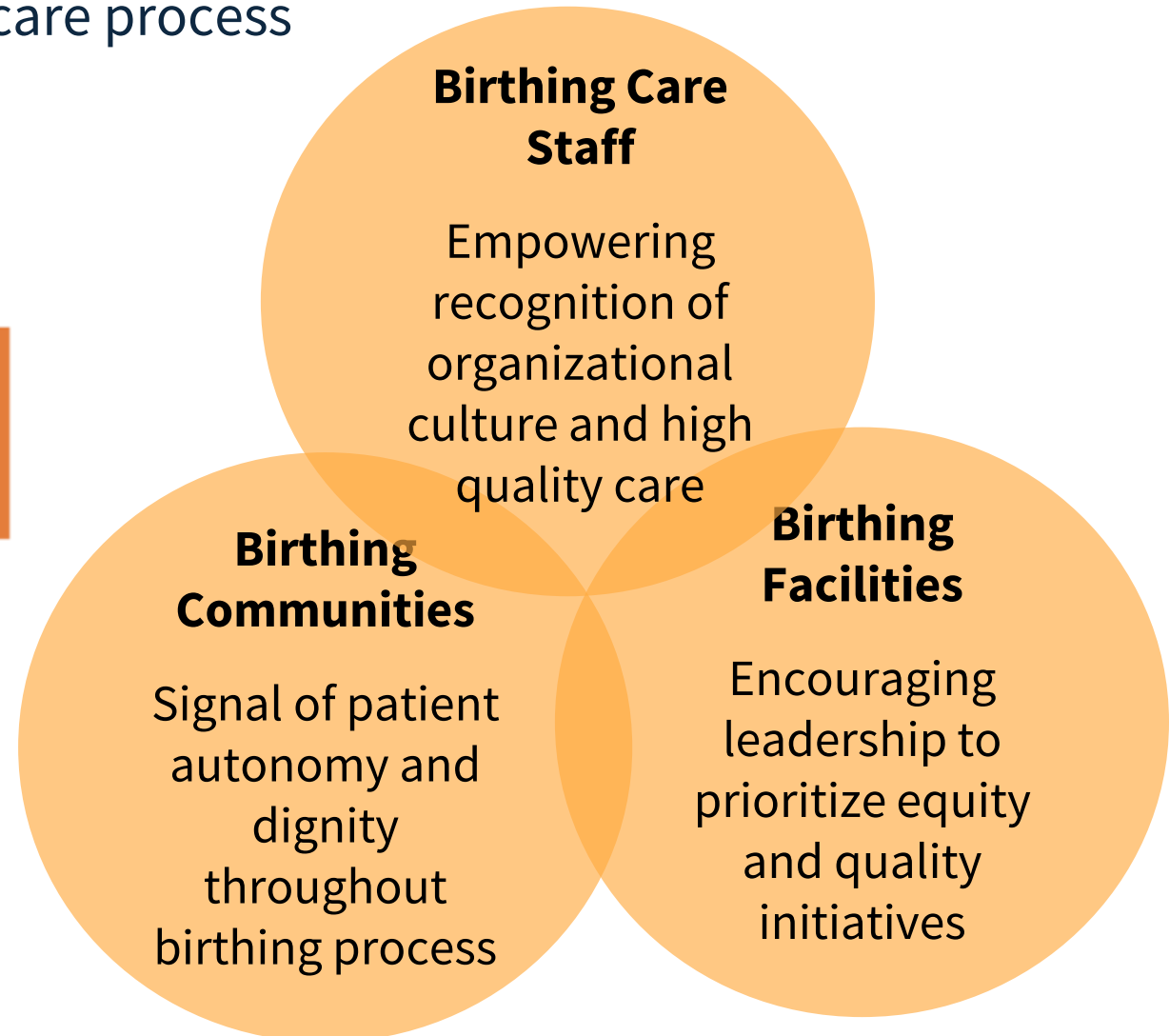
Status	Definition
Not Met	Work on this milestone has not been achieved
In Progress	This milestone is actively being worked on
Planned	A specific plan, owner, or target date has been established to achieve this milestone
Ongoing	This milestone is a recurring activity that continues throughout the implementation period
Completed	This milestone has been fully achieved. completion date recorded
N/A	This milestone is not applicable to the current implementation. Add a comment explanation for future context
Challenge	There are barriers to achieving this milestone
TBD	Milestone is a future task that is not a current workflow as of yet

TeamBirth Coaching and Recognition Milestone Tracker

Phase	Milestone	Purpose	Owner	Status	Complete	Plans & Details
PRE-LAUNCH						
PREPARE	Build a multidisciplinary implementation team to join monthly coaching calls and learning sessions	 Coaching  Implementation Milestone		Completed ▾		
	Determine Measurement strategy	 Coaching  Implementation Milestone		Ongoing ▾		
	Determine Timeline strategy for implementation across dept	 Coaching		Completed ▾		
	Socialize TeamBirth with Labor & PP nursing staff and leaders	 Coaching		Completed ▾		
	Socialize TeamBirth with OB & Newborn providers across dept	 Coaching		Completed ▾		
	Socialize TeamBirth with other disciplines that interact w/dept	 Coaching		Planned ▾		
	Recruit multidisciplinary champions	 Coaching  Required for Recognition		Completed ▾		
	Inform other departments of TeamBirth project	 Coaching		Ongoing ▾		
	Meet monthly as an internal implementation team	 Coaching		Challenge ▾		

TeamBirth Recognition

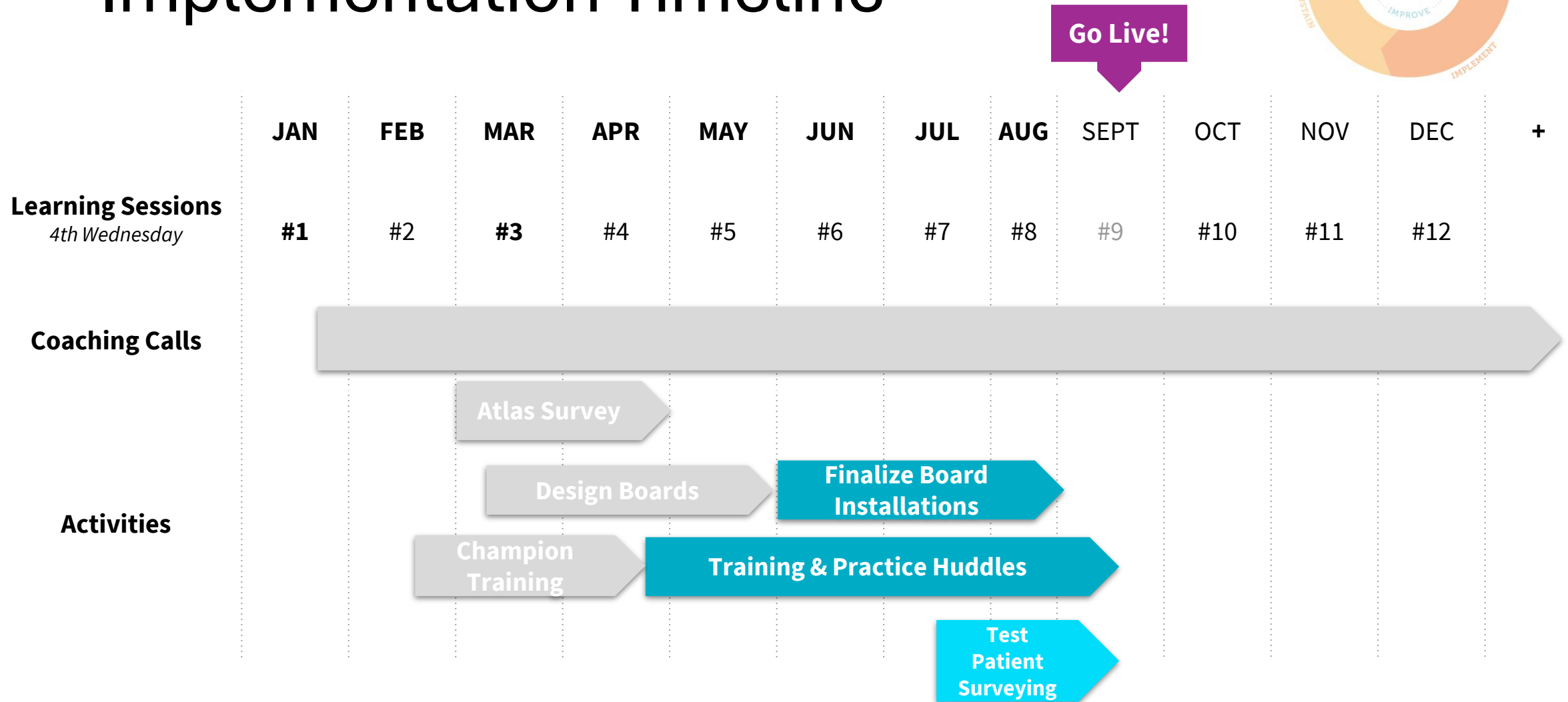
Celebrating successful implementation and the ongoing commitment to sustainability of the TeamBirth care process



Looking Ahead



Implementation Timeline



Today's Key Takeaways



Huddle Practice

- Use training scenarios to practice having interdisciplinary huddles and practice documenting the conversation on the board with patient friendly language
- In postpartum you often “huddle by exception”, updating the board as needed and only calling a huddle if there is a clinical change in care plan for mother or baby



TeamBirth Whiteboard

- Order whiteboard, plan for installation, and incorporate new boards in practice

Launch TeamBirth

- Establish the date when your site is going live with patients
- Plan for how you will notify your staff and leadership of when boards are installed and when huddles should start happening

Next Steps

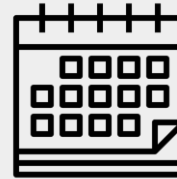
Learning Session 6

July, 22nd 2026

1:00 - 2:00 pm EST

Share your feedback on
this session!

- Anonymous
- Short survey
- Tell us what you like
- Tell us how to improve



Coaching Calls

See follow up email for Learning
Session Handout for call agenda



Email Christine &
Armonie for

- Support, resources, and updates
- Implementation Questions & Needs

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