

LEADING THE HIGH PERFORMANCE SCHOOL

RESOURCE 1: THE CHARACTERISTICS OF HIGH PERFORMANCE

Characteristic	Example	Significance
High quality data	* Monitoring in the operating theatre * Radar in air traffic control	Data to inform accurate decision taking
Research-based design	Building racing cars	Minimizing failure, maximizing safety and speed
Specialist highly trained staff	Operating theatre staff, surgeons, anaesthetists, nurses technicians	Performance a result of training
Clarity of purpose, focus on the key task	Safety of the nuclear reactor	Avoid accidents and errors
Clear leadership and authority	The surgeon, the controller	No ambiguity
Shared culture	The 2002 Ferrari racing team	A common sense of purpose
Clear definitions of performance	Patient recovery, aircraft safely landed	Clear and measurable outcomes