

## #INNOVATION

### Partial Heart Transplant Shows Success In First Year

The procedure was performed in the spring of 2022, in an infant who needed heart valve replacement. The previous standard of care, using non-living valves, would not grow along with the child, requiring frequent replacement, entailing surgical procedures that carry a 50% mortality rate.



The world's first partial heart transplant has achieved what researchers have spent more than a year, hoping for functioning valves and arteries that grow along with the young patient.

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A study by Duke Health physicians found that the new manner of valve procurement used, during the partial heart transplant, led to two well-functioning valves and arteries that are growing in concert with the child as if they were native vessels.

"This publication is a proof that this technology works, this idea works and can be used to help other children," says Joseph W. Turek, Duke's chief of Paediatric Cardiac surgery, who led the landmark procedure and is first author of the study in the Journal of the American Medical Association.

The study also found that the procedure requires about a quarter of the amount of immunosuppressant medication than a full heart transplant, potentially saving patients from detrimental side effects that might compound over decades.

Turek says that the innovation has paved the way for a *domino heart transplant*, where one heart is able to save two lives. During a domino heart transplant, a patient who has healthy valves, but is in need of stronger heart muscle, receives a full heart transplant. Their healthy valves are then donated to another patient, in need, creating a *domino effect*.

"You could potentially double the number of hearts that are used for the benefit of children with heart disease," Turek says. "Of all the hearts that are donated, roughly, half meet the criteria to go on to be

The honorable member of the TMC is an experienced parliamentarian and in a flawed moment, displayed his talents of mimicry. He chose to do so to express his ire about the Vice-President. It was unfortunate that the mimicry was more about physical deformities and the particular style of speech. The barbs had been sharp and accurate. Naturally, a reaction was expected. Since it would be considered ignoble to treat this as a personal issue, the reply was made to express dismay at the insults to the position of the Vice-President and the parliament, as a whole.

## How Not Be In The Parliament



Dr Goutam Sen  
CTVS Surgeon,  
Traveller,  
Storyteller

The winter session 2023 of the parliament has been unique. Such events have taken place that are not only 'disturbing' but also 'confusing' in the message, given to the voters.

To begin with, the security breach was unprecedented and reflects the deep desire of the 'protestors' to be heard and seen. Was this a protest or a reasonable act of 'attack' on the parliament? On the face of it, this should be considered a 'protest.' Small number of people involved and absence of any physical force or weaponry do indicate that this was meant to be seen and heard. The element was a surprise. It was done to be able to display to the whole country that all is not well. This was an opinion that most of the nation may not agree with. Yet, if there is even a fringe group that disagrees, then, it has the right to protest. There is a thin grey line between 'protest and attack.'

It is hard to differentiate and whatever the perpetrators say, it is for our elected members of the parliament that faced it, to decide the impact of the event and can choose to designate it either way. The focus was to bring attention to issues like unemployment and financial support that have not reached all. Therefore, there is

used for full transplant but we believe there's an equal number of hearts that could be used for valves."

"If you introduce the donated hearts that weren't being put to use, into the supply chain and add the valves from domino heart transplants, that can create a substantial change," he says.

The partial heart transplant procedure has been performed 13 times at four centres around the world, including nine at Duke, several of which have been domino heart transplants.

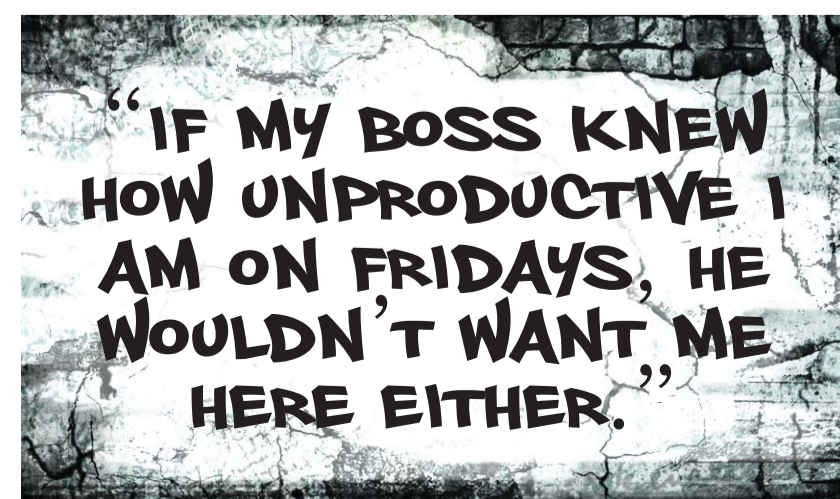
Turek says that bringing this innovation to a clinical trial would be the next step to achieving the volume in procedures that would change the availability of hearts by a large amount.

"This innovation adds a lot to the whole donation community," Turek says, "because it's treating more kids while also honouring the wishes of selfless donor parents who've given the ultimate gift. It allows them to offer hope to another child in the process."

The Brett Boyer Foundation supported the pre-clinical data. In addition to Turek, study authors include Lillian Kang, Douglas Overbey, Michael P. Carboni, and Taufiek K. Rajab.



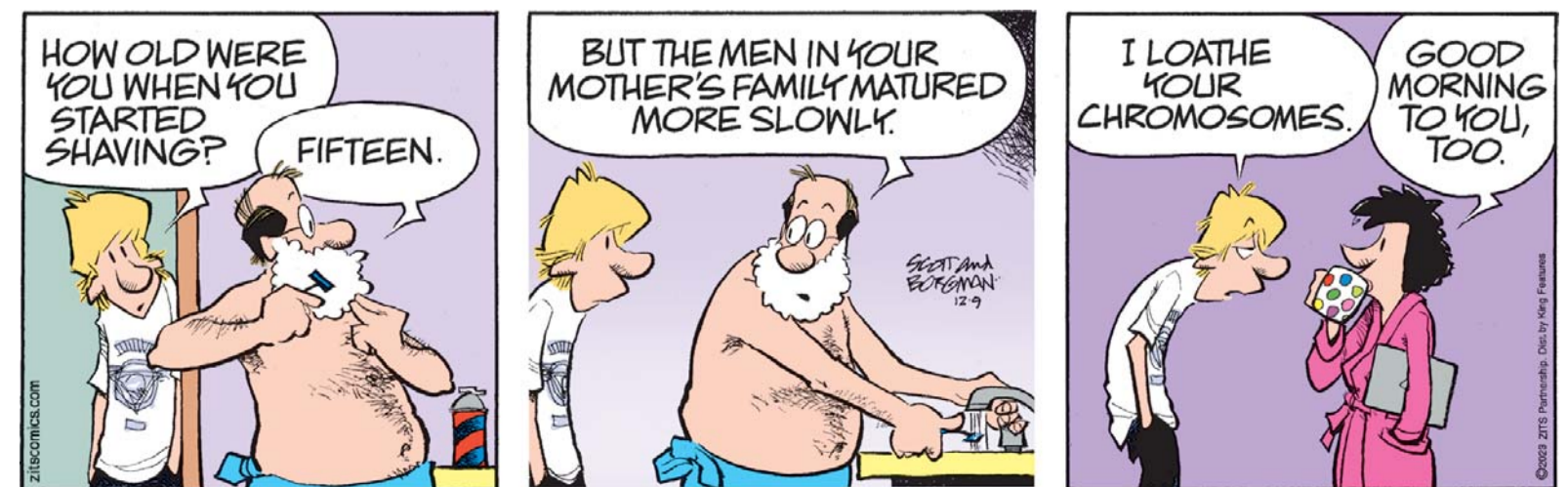
## THE WALL



## BABY BLUES



## ZITS



## International Choreographers Day

People have probably been moving to rhythms as long as there has been music. The earliest evidence that archaeologists have found for dancing dates back to at least 7000 BC and it's likely that dancing goes even further back than that! As dance has evolved over the centuries and throughout the world, choreographers have been creating, planning and often teaching dances to others. International Choreographers Day is here to pay attention to and show appreciation for those people who help the rest of the world enjoy, share in and be entertained by dance.



MPs in Lok Sabha watched as two people, who sneaked inside the Lok Sabha chambers of the new Parliament building, with yellow gas emitting objects.

## #MANNERLESS



TMC MP Kajyan Banerjee appears to be mimicking Rajya Sabha Chairman Jagdeep Dhanikhar's mannerisms during a protest with suspended Opposition MPs at the Makara Durav.

and machineries are going to go on *overdrive* and convert this temple of democracy into a *fortress*. The press, which has recently been curtailed in its facilities in the parliament, will be the first to protest. In the end, my submission is that although, we should learn many lessons from this event, we should err on calling it a *protest*, rather an *attack*.

The reaction to the protest in the parliament should not have taken political overtones but it did so because the opposition had very little material to discuss in the parliament. Pointing fingers and asking for immediate action was unwarranted. When the government did not respond satisfactorily, the opposition chose the option to become more physical, rather than vocal. Streaming into the *well of the house* has become a common practice. The unruly manner in which it was done led to demand for stringent action.

The suspension of the participants in the protest has often been suggested earlier but never been really done. On this occasion, the government decided to take it to the full form and large numbers were suspended.

## Punchlines or Politics? Navigating Humor in Parliament

Laughter and politics may seem like an unlikely pairing, yet, humor has long been a tool used in parliamentary settings, from witty retorts to satirical jabs. But how much playful jest is allowed before it crosses the line and becomes inappropriate? And who gets to decide that where that line lies?

Parliamentary debate thrives on the clash of ideas and humor can be a powerful weapon in this battle. Politicians employ parody to ridicule opposing arguments, expose 'hypocrisy' and make complex issues 'palatable' for the public. Winston Churchill's witty barbs against political rivals are well-known. The classic one, between him and Lady Nancy Astor, is now a classic. In frustrated anger,

Nancy Astor said, "If I were your wife, I would have added poison to your tea." To which Winston's repartee was, "My dear Nancy! If you were my wife, I would have gladly drunk it!"

However, parody can also turn into an ugly instrument, with personal attacks and offensive stereotypes, overshadowing the intended humor.

The question then arises, "Where do we draw the line between acceptable and unacceptable humor in parliament?" While some argue for complete *freedom of expression*, others believe *decorum and respect* for colleagues must be upheld. Factors like target of the joke, context of the debate and potential for offense become crucial.

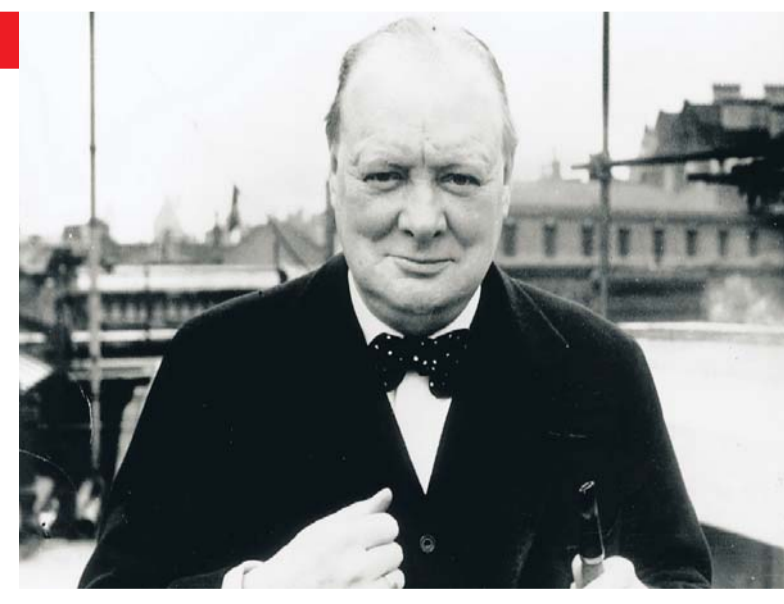
In the present case, the target was also the arbitrator of the issue. A light-hearted jest directed at policy, may be tolerated, while a personal attack, on an opponent's appearance, could invite *censure*.

So, who ultimately arbitrates the appropriate use of humor in parliament? Traditionally, the Speaker or presiding officer plays the role of referee, wielding the power to admonish inappropriate language or behavior. However, this can be a subjective judgement and rulings can be controversial, sparking debates about free speech and political correctness. Some parliaments even have official codes of conduct, outlining acceptable conduct, including guidelines on *appropriate humor*.

Laughter can humanize politicians, making them relatable to the public. Moreover, satire can act as a powerful tool for social commentary, holding both politicians and the public, accountable for their actions. The use of humor in parliament is a double-edged sword.

displayed his talents of mimicry. He chose to do so to express his ire about the Vice-President. It was unfortunate that the mimicry was more about physical deformities and the particular style of speech. The barbs had been sharp and accurate. Naturally, a reaction was expected. Since it would be considered ignoble to treat this as a personal issue, the reply was made to express dismay at the insults to the position of the Vice-President and the parliament, as a whole.

Again, the thin grey line has been crossed. What could have been laughed off became grave when a senior politician decided to record the mimicry. The issue then became controversial. What is worse, is that now, the parliamentarians insist that he will continue to mimic in this manner because he does not find it offensive. Now, it remains to be seen as to how it will be finally be resolved.



Winston Churchill.

By Rick Kirkman & Jerry Scott

## #WORK-PLACE

### Leadership Trap That Kills Motivation & Trust

When leaders can translate these tactics to their employees, not only will teams experience more psychological safety but they will also be given the opportunity to thrive



Consider a scenario in which an employee has prepared a major presentation following a significant project milestone. They spend days, finessing slides for an imminent meeting with their colleague and an upper-level manager. When they arrive at the meeting, they're eager to share their thoughtful updates with the team.

Instead, after flipping through the initial slides, they're suddenly met with dismissal. The manager delivers negative comment after negative comment, criticizing the presentation and tearing down the employee's ideas. The employee glances at their colleague and is shocked to find them nodding along with the manager and agreeing with the negative feedback.

Have you found yourself in the employee's shoes? In the moment, they may avoid speaking up or asking clarifying questions for fear of retaliation or further rejection. Expressing themselves authentically could cost them the social capital that they've spent years building.

As a response to the shock that they may have experienced, the employee's natural inclination is to move into a state of conformity. Their colleague, out of fear of receiving similar, future retribution from the boss, will naturally move into a state of collusion to gain favourable status. After repeated fear-based experiences that lead to collusion from external parties, teams can develop a culture of conformity.

We're going to explore as to what is happening, beneath the surface during an exchange like this and how the concepts and behaviours at play could lead to a loss of motivation, engagement and trust within a team.



### Mitigating the effects of conformity and collusion in the workplace

It's difficult to promote or achieve psychological safety, where people and their team members *feel safe* to take risks and be vulnerable in front of each other. As a leader, it is your duty to be aware of such behaviours as much as possible and to acknowledge them.

There are several ways in which you can identify and mitigate the effects of conformity and collusion in the workplace.

Interrupt the dynamic when observing a moment of collusion. *Strategic interruption tactics* can be a critical tool for leaders witnessing

collusion during meetings or among their teams. If you find team members gossiping or notice multiple team members banding together to diminish or exclude a colleague, speak up. Use phrases, such as,

"I'm noticing, there is a lot of tension in the room. Can we dial this back a moment and address..."  
"I'd like to invite everyone to take a pause before we move forward."  
"I'm noticing, we're getting off topic and it seems that person X is on the receiving end of a lot of feedback."

### Offer one-on-one guidance for the person in a state of conformity

The antidote to conformity is sovereignty, agency, knowing one's own boundaries and expressing one's self, authentically. If you're noticing a team member is experiencing learned helplessness, as a result of repeated moments of conformity, they often need options to

regain control. Ask them, "What is preventing you from speaking up in meetings?"

"What challenges are you noticing, when working with person Y?"  
"What are some of the obstacles that are currently present, that I, as your manager, can remove for you?"

### Breaking down conformity and collusion

Conformity is defined by behaviour in accordance with socially accepted conventions or standards. It masquerades as belonging. People conform to avoid the pain of being excluded. In moments of conformity, you forfeit your authenticity in order to fit in, for the chance to connect with another person. You trade your human essence to maintain the status quo and protect your livelihood. When individuals conspire to work together to gain an unfair advantage, they are colluding. Collusion occurs when an individual fears *being rejected*. Often done unconsciously, they frequently join the bullying team, as the colleague did with the manager, to be seen favourably.

### Hold those, who are colluding, accountable

The antidote to collusion is integrity, vulnerability, courage, candor and directness. Provide clear feedback and encourage individuals to be self-reflective. Ask them, "How do you think the way you're showing up is impacting the team?"  
When leaders find courage to express their values even amid popular consensus, they set an example for breaking down tendencies to conform. And when leaders can translate these tactics to their employees, not only will teams experience more psychological safety, they will also be given the opportunity to thrive!

By Jerry Scott & Jim Borgman