

QI Project Simulation:



An Effective Tool to Help Hospital Leaders Gain Improvement Competency

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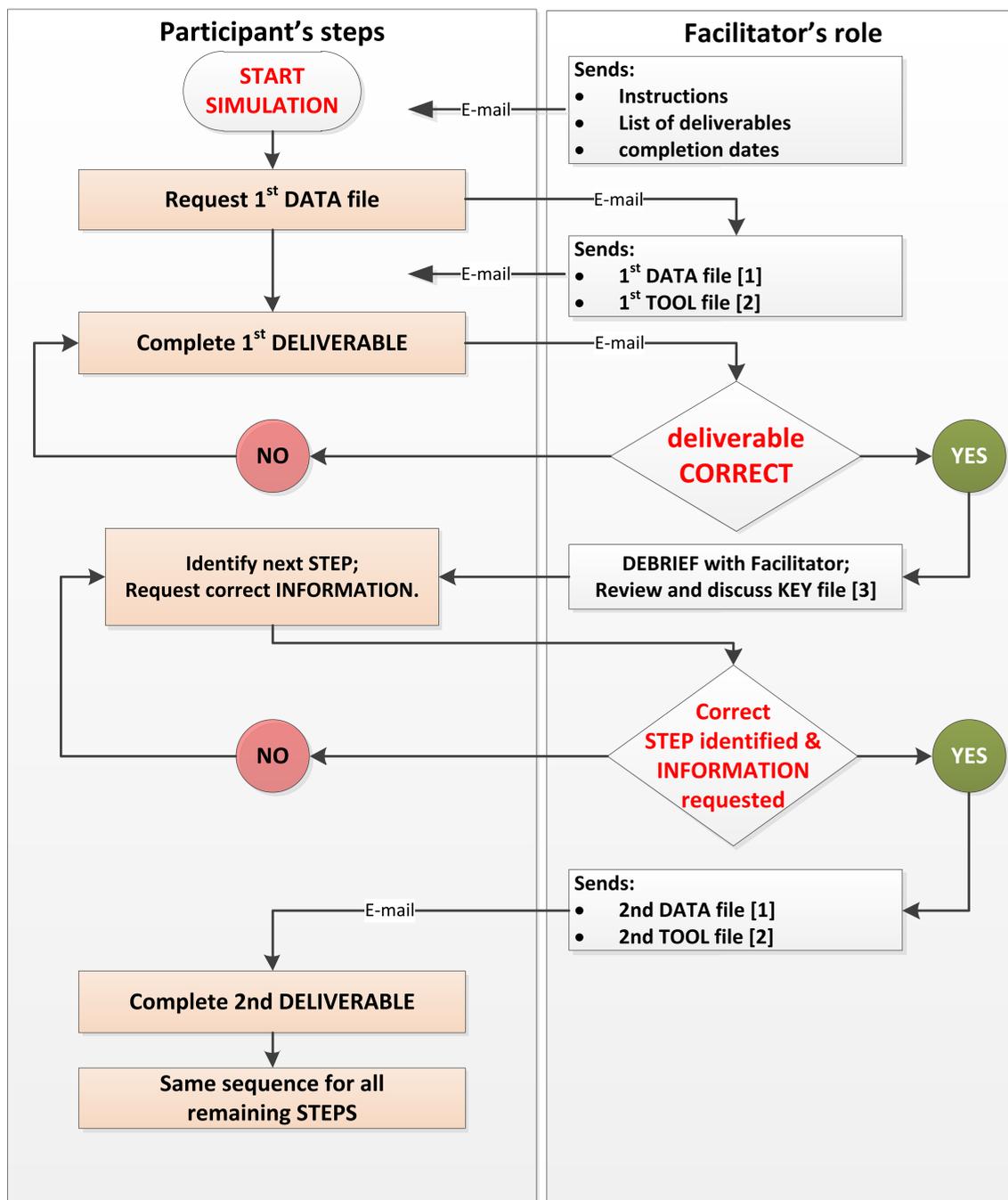
1 BACKGROUND

Simulations, which provide structured practice of newly acquired knowledge and skills and real-time feedback within a supportive learning environment, are successful training tools in many areas of healthcare. We describe the creation and application of a QI simulation session as an effective tool to gain improvement competency in our Talent Acceleration Process (TAP) Academy, a hospital leadership development program for physicians and administrators aimed at building internal capacity for transforming culture and improving healthcare systems.

2 AIM

Create a personalized and effective time-saving tool to help hospital leaders gain improvement competency.

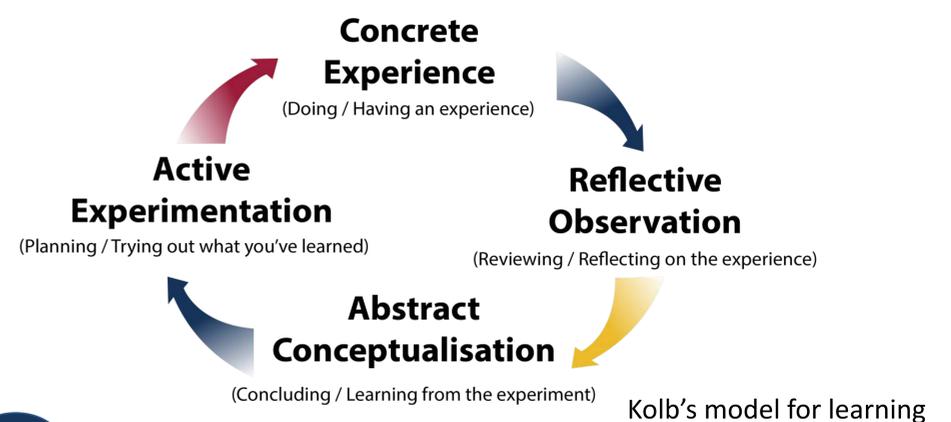
SIMULATION ALGORITHM



- [1] DATA file = Background information or data needed to complete a deliverable.
- [2] TOOL file = Tool template with instructions to complete a deliverable.
- [3] KEY file = Example of a deliverable completed by an experienced improvement consultant

3 ACTIONS TAKEN

Using Kolb's model for learning, we designed a simulation for TAP Academy. All participants were assigned a facilitator. Participants advanced through the simulation by successfully completing each step; properly identifying the next step; and requesting the correct information to complete it. Debriefing and active experimentation followed each successful deliverable.



4 SUMMARY RESULTS

By progressing through a simulated healthcare improvement project, leaders can rapidly demonstrate their ability to apply the information learned and receive immediate feedback from an experienced improvement consultant. Simulation is an engaging, personalized, and effective time-saving tool for hospital leadership to gain improvement competency in a psychologically safe learning environment.