



EFIHL

Executive Fellowship in
Innovation Health Leadership

AONE
The Voice of Nursing Leadership™

ASU College of Nursing
and Health Innovation
Arizona State University

 American Association for
**PHYSICIAN
LEADERSHIP**
Inspiring Change. **Together.**



Cultivating a Culture of Innovation

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Transport**

**Ann & Robert H. Lurie Children's
Hospital of Chicago**

About the Fellow:



3 things I'd like you to know about me:

- 40 years ago, I walked down the Grand Canyon and back in one day- there are now signs posted, advising against!
- After the age of 30-
 - Learned to ski, became a ski patroller
 - Learned to play piano
 - Ran 4 marathons- longest run prior to first marathon was 5k

Role of faculty/mentor

- Conversations helped focus thoughts
- Identified resources to support ideas
- Asked clarifying questions to move from ideas into structure
- Requested feedback for future immersion experiences

My definition of Innovation

- A new idea, device or method
- The act or process of introducing new devices, ideas or methods- goes hand in hand with change management

My “ah hah” moment about innovation: what I’ve learned about leading innovation

- An innovative leader is different than innovation. An innovative leader creates an environment that allows innovation to flourish.
 - Ability to convey vision
 - Open to ideas from a variety of sources
 - Collaboration- listen
 - Openly admit to failed attempts
- Sound leadership practice is a prerequisite to innovative leadership. Once trust is established, people will allow you the privilege of innovation.

Description of project

- ID characteristics of an innovative leader
- Leadership development training
- Mentor new leaders to value innovation
- Implement a format to trial an innovative launch in a small department
- Foster point of care problem solving

Proposed Impact of Project:

- Agreement with supervisor/sponsor
 - Bring innovative leadership to Lurie Children's
- Anticipated outcomes
 - Enhanced engagement of point of care staff
 - Evolve toward an empowered workforce

Innovation Steps of Project; interprofessionalism, external experiences

- Partnership with existing innovation leaders within the organization to discuss organizational opportunities and resources
- Think tank with multidisciplinary community leaders and innovators, team brainstorming to flush out suggestions
- Pitch session to allow team members a forum for innovative solutions to create more efficient team processes
- ID organizational resources to support winning pitch

Project Accomplishments

Current status/ Next Steps

Accomplishments

- Current work in development of innovation leadership training
- 5 participants in initial pitch program
- 5 viable ideas/solutions to impact departmental efficiencies

What's next

- Revise innovation pitch program
- Develop next steps for implementation of innovation pitches
- Trial pitch again with new theme to impact interdepartmental problem solving

What will I do differently with what I've learned

- Identify organizational opportunities to minimize the innovation competence gap
 - ID strong leaders
 - Train to: ID opportunity, perseverance, communicate vision, maintain focus yet adapt, collaborative networks
- Read more about innovation
- Seek out additional opportunities to work with innovative leaders

Fellowship experience translated to work environment

- Hire the right leaders
- Train to innovation competencies
- Implement mentorships to promote innovation
- Introduce innovation to point of care staff
- Create a forum to share [issues, ideas and plans to execute] solutions
- Identify resources to study and implement solutions

Here's my elevator pitch about being a healthcare leader in innovation

- Healthcare today requires innovative approaches to address our existing challenges. In order to provide quality healthcare in a cost effective manner, we need to rethink our current processes.
- Those in a point of care position hold the best perspective of the work that needs to be done. We need to provide the platform for them to share their ideas and resources to create an innovative solution

Suggestions/recommendations for future Fellowship experiences

- Organizational leader attend initial session with each fellow
- Discuss final project in the initial session, provide a variety of examples

