IDEAS 2014 ALUMNI ACHIEVEMENT AWARDS
CALL FOR APPLICATIONS

OVERVIEW OF ACHIEVEMENT AWARDS

Each year, the IDEAS Team will present five IDEAS projects from the Advanced Learning Program with alumni achievement awards to recognize contributions to health care quality improvement (QI) in Ontario. The purpose of these awards is to promote and support sustainability and spread of IDEAS project learnings in order to build a health care culture focused on quality improvement and accountability in Ontario. Achievement awards will be presented for the following categories:

1. CHANGE IDEAS
2. ADAPTIVE LEADERSHIP
3. GREATEST LEARNING FROM PDSA TESTING
4. PATIENT ENGAGEMENT
5. CAPACITY BUILDING

See description for each category and selection criteria below.

The five winning projects will be recognized at the IDEAS Alumni Event being held in Toronto on November 19, 2014 in association with Health Quality Ontario’s Health Quality Transformation Conference. Each winning project team will receive up to $25,000 to help sustain and spread their project learnings within their organization, local health system and beyond.

ELIGIBILITY TO APPLY

Project teams that have graduated from IDEAS in cohorts 1, 2 or 3 are eligible to apply. To ensure that all projects are treated equally, the information provided in award applications is to be based on the project’s development up to Day 9 of the curriculum. However, for applications in the “capacity building” category, information demonstrating capacity building past Day 9 may be included and will be considered.

EXPECTATIONS OF AWARD RECIPIENT

With the support of the IDEAS team, winning project teams will be asked for the following: plan outlining proposed mechanisms* to support sustainability and (potential) spread of project learnings; description of value/impact of sustainability and (potential) spread of project learnings; financial expenditure statement of how award money was spent; and, attendance at the IDEAS Alumni Event (November 19, 2014).

* Examples of mechanisms to support sustainability and spread of your IDEAS project learnings include: presenting at relevant conferences, providing QI mentoring within your organization or with new IDEAS project teams, publishing lessons learned or project results, and/or organizing events so that similar IDEAS projects can meet to build common communities of practice.

AWARD CATEGORY DESCRIPTIONS & SELECTION CRITERIA

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<thead>
<tr>
<th>CATEGORY</th>
<th>DESCRIPTION OF AWARD</th>
<th>SELECTION CRITERIA</th>
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<tbody>
<tr>
<td>Change Idea</td>
<td>The most practical, innovative, evidence-based change ideas.</td>
<td>1. Clearly identify how you came up with your change idea</td>
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<td></td>
<td>Originating from general and/or abstract change concepts, change</td>
<td>2. Demonstrate significant change/improvement with outcome or process measures</td>
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<td>3. Demonstrate impact of the change idea on patient(s), and/or provider(s) and/or organization(s)</td>
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### Ideas

**Ideas are actionable, specific ideas for changing a process. They are practical ‘ideas’ that can be readily tested.**

Change ideas usually have a solid, logical, evidence-based, mechanism of action at the core, but they must be shaped in, by and for the physical and social context in which they work.

| Adaptive Leadership | The best example of using adaptive leadership skills to overcome challenges faced when implementing QI.  
Adaptive leadership is a set of concepts, practices and language that fosters leadership and can facilitate others to adapt and thrive in challenging health care environments. It is being able, both individually and collectively, to take on the gradual but meaningful process of adaptation where there are complex problems and dramatic, fast-paced change. Applying the fundamentals of adaptive leadership can help individuals be more effective and purposeful in their exercise of leadership while improving clinical quality at the frontline. |
|---------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4.                  | Provide a description of the sustainability plan  
5.                  | Identify mechanisms that will support spread to other settings |

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| Greatest Learning from PDSA Testing | The most rigorously designed PDSA cycles that share learnings within and across teams.  
The PDSA cycle is shorthand for testing a change in the real work setting – by planning it, trying it, observing the results and acting on what is learned. It is at the core of the Model for Improvement whereby change ideas are rigorously tested and subsequently modified or abandoned based on test results. Reflecting upon and analyzing success and failure of PDSA testing greatly helps the process of isolating causes with a view of preventing future problems in your process. |
|------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Clearly identify the challenge(s) faced during your project where adaptive leadership principles were applied  
2. Show how these challenges were resolved by applying some of the ‘six big ideas’ (please refer to Dr. Val Ulstad’s presentation)  
3. What strategies have you used to identify and leverage resistance to change?  
4. What was learned that is suitable for application in another area/setting? (e.g. ways to ‘turn up or turn down the heat’. )  
5. Identify mechanisms that will support spread to other settings |

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| 1. Clearly describe a PDSA that led to significant learning (remember- a PDSA that didn’t work has just as many significant learnings as one that did!)  
2. Describe what was learned and how you could use this learning to ensure that others can benefit from the success/failure of your PDSA testing  
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| Patient Engagement | The best example of engaging patients through the design and implementation of a project.  

 Patient engagement can be defined as a patient’s sustained participation in health care decision-making. This means that the QI project team engaged patients to actively participate in the design and delivery of their project. | 1. Describe how patient involvement was key to the design and implementation of your project  
2. What methods were used to involve patients?  
3. What was informed by involving patients in the project and what were the key benefits to the project?  
4. Identify mechanisms that will support spread to other settings |
| --- | --- | --- |
| Capacity Building | The best example of how QI knowledge and tools were taught to others in order to (a) sustain an existing project and/or (b) initiate a new project.  

 Capacity building refers to a wide range of activities aimed at producing sustained change. Capacity building activities involves sharing QI knowledge and tools with other health care professionals to develop their QI skills and technical expertise in order to (a) sustain an existing QI project or (b) initiate a new QI project. | 1. Describe how the learning from IDEAS was used to teach QI to others in order to influence the adoption of QI principles into day-to-day operations to sustain an existing project or initiate a new project  
2. Identify mechanisms that will support spread to other settings |

**SELECTION PROCESS**

Winning projects will be selected based on the extent to which an application meets category criteria as outlined above. When completing the criteria questions, please keep in mind key elements of the IDEAS curriculum such as project aim and impact; leading and influencing improvement; use of QI tools to design and implement effective change; use of data and measurement; and stakeholder engagement. Selection will be made through an awards committee.

**APPLICATION PROCESS & DEADLINE**

Award applications should be no more than 2 pages in length, 12pt font. You may apply in more than one award category, however, a separate application must be submitted for each category. Each application must include: your name, names of your IDEAS team members and their organizations, your cohort (1, 2 or 3), the award category you are applying for, your project title and a description of how you have met the above criteria.

Questions? Please contact Gillian Ritcey, gillian.ritcey@utoronto.ca

All applications must be submitted no later than 5 p.m. Friday, October 10 to info@ideasontario.ca.

Award winners will be notified by the end of October 2014.