

Leadership Is Us - Infection Preventionists

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Objectives

Define leadership and describe its influence on selected Infection Prevention and Control processes and outcomes.

Describe the Association for Professionals in Infection Control and Epidemiology's (APICs) leadership competency model subdomains to purposely implement and enhance the Infection Preventionist's leadership journey.

Explain why it matters to be a leader in Infection Prevention and Control.

What is Leadership?



- Skill
- The ability to influence or guide other individuals, teams, or entire organizations
- A leader is a person
- Leadership is a process

What is Infection Prevention and Control Leadership?

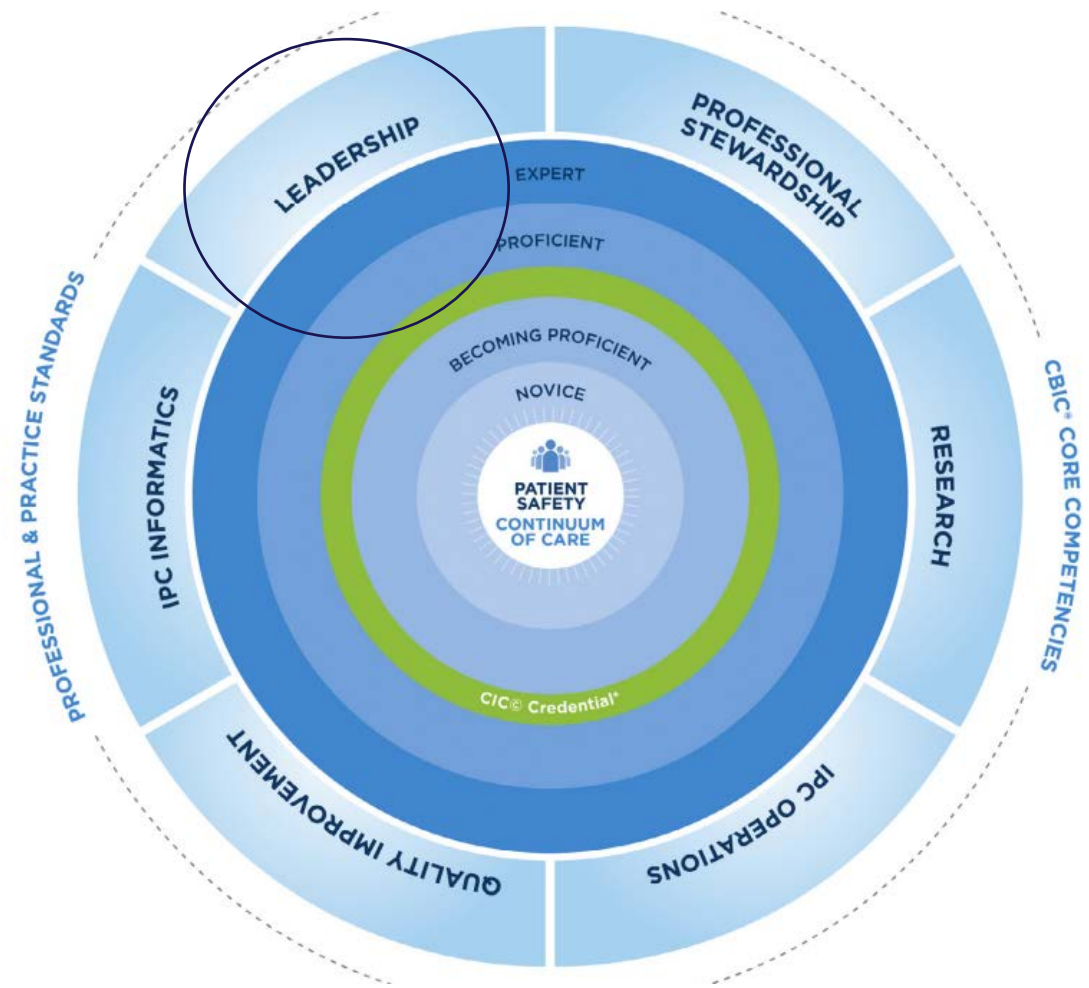


- Strategic specialized skillset that requires training, reinforcement, and development
- Knowledge, skills, awareness, and mindset
- Maintain progress in the reduction of risk of healthcare-associated infections to prevent patient harm
- A vision - Healthcare without infection

Infection Prevention and Control Leadership

- A foundational competency is self-knowledge or leadership consciousness - the ability to understand and develop the self in the context of organizational challenges, interpersonal demands and individual motivation.
- IP leadership for the 21st century requires mastery of self, mastery of communication, mastery of relationships and mastery of multiple ways of doing in order to transform problems into desired outcomes.

APIC Competency Model



C. Billings et al. (2019). Advancing the Profession: An Updated Future Oriented Competency Model for Professional Development in Infection Prevention and Control. *American Journal of Infection Control*. 47. 602–614. DOI: [10.1016/j.ajic.2019.04.003](https://doi.org/10.1016/j.ajic.2019.04.003)

Novice to Expert Defined

- **Novice:** New to Infection Prevention and Control (IPC) rules and concepts.
- **Becoming Proficient:** Building on novice competencies, while developing independent skills.
- **Proficient:** Certified in Infection Prevention and Control (CIC). Competent in fundamental knowledge and performance. Has years of practice and experience to complement the role.
- **Expert:** Mastery of domain content. Enhanced, expanded IPC professional.



Development of Leadership Subdomains

Communication

- Emotional intelligence
- Situational awareness
- Real and perceived patient safety risks
- Persuade and influence
- Anticipate potential barriers

Critical Thinking

- DO NOT ACCEPT “That is the way we have always done this.”
- Apply knowledge from other situations
- Evidence applied to new experience
- Seeking and using all information

Collaboration

- Facilitate or lead projects
- Teamwork
- Subject matter expert
- Challenge other leaders
- Constructive feedback

Development of Leadership Subdomains

Behavioral Science

- Socio-adaptive strategies
- Relationship management
- Behaviors focused on collaboration, engagement, and communication

Program Management

- Budget, resources, personnel, and programs
- Technology, business operations
- Regulatory, accreditation

Mentorship

- Varied backgrounds (clinical, non-clinical)
- Improves retention
- Enhances development of the mentor and mentee

Process & Outcome Measures

Process

- Hand Hygiene
- Low/Intermediate level Disinfection
- High-level Disinfection/Sterilization

Outcome

- CAUTI
- CLABSI
- SSIs

Process - Hand Hygiene



Communication,
Critical Thinking



Collaboration,
Behavioral
Science



Program
Management,
Mentorship



Process - Low/Intermediate Level

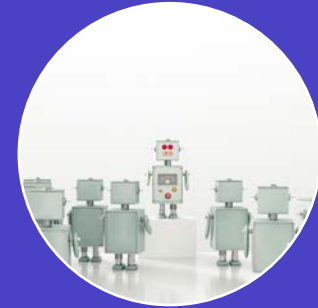
Disinfecting Wipes



Communication,
Critical Thinking



Collaboration,
Behavioral
Science



Program
Management,
Mentorship



Processes - High-level Disinfection/Sterilization



Communication,
Critical Thinking



Collaboration,
Behavioral
Science



Program
Management,
Mentorship



Outcomes - CAUTI, CLABSI, SSIs



Communication,
Critical Thinking



Collaboration,
Behavioral
Science



Program
Management,
Mentorship



Leadership Opportunities for Improvement

- Trying to lead everyone the same way
- Thinking there is nothing else to learn
- Knowing the difference of when consensus is needed versus a decision
- Lacking humility
- Avoiding conflict
- Not offering feedback

How would you describe an Infection Prevention Leader?

- Please take a few minutes to reflect on what we have just discussed.
- Please raise your hand when you are ready to share your response or place your response in chat.
- Remember - there are no wrong answers!

Why IC Leadership Matters

- Contribute value to the organization based on how well HAIs are prevented and controlled.
 - HAIs in U.S. hospitals have direct medical costs of at least \$28.4 billion each year.
- Support patient care in a culture of safety with the goal of zero HAIs.
- Our expertise is vital to prevent the transmission of infections in healthcare (patients, visitors, and staff).

Summary



- As IP leaders we can influence decisions, actions, possibilities, confidence, beliefs, direction, and culture.
- Leadership skills and influence strategies are essential to implement science into practice.

Fellow IPs -

“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

~John Quincy Adams

References

- C. Billings et al. (2019). Advancing the Profession: An Updated Future Oriented Competency Model for Professional Development in Infection Prevention and Control. *American Journal of Infection Control*. 47. 602–614. DOI: [10.1016/j.ajic.2019.04.003](https://doi.org/10.1016/j.ajic.2019.04.003)
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Thank you

