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Infection Preventionists as Leaders

Through a Pharmacist's Eyes

By Dr Susan Reed

#IPCKSA

Infection Preventionists as Leaders

Through a Pharmacist's Eyes

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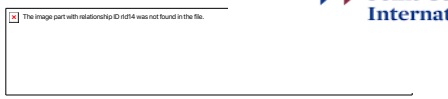
Joint Commission International

Objectives

At the end of the session, the participants will be familiar with the following:

- The APIC Competency Model and skill set for the Infection Preventionist
- The qualities associated with the various styles of leadership
- The influence of the IP within the healthcare system to improve patient safety



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World Health Organization (WHO)

Practical Guidelines for Infection Control in Health Care Facilities that highlighted the role of leaders in healthcare facilities

(http://www.smp-council.org.hk/mlt/english/mlt_message_infection_e.pdf)

They state, “As with all other functions of a health care facility, the ultimate responsibility for prevention and control of infection rests with the health administrator.”

The Infection Preventionist is the key to the infection prevention and control program

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The Unique Role of the IP

"There are two pieces that are unique to what IPs and healthcare epidemiologists bring to the table:

Data---knowing what is happening in your institution ---and the **knowledge** of what needs to be done to prevent infections.

Those are the reasons people will invite you when discussing problems related to healthcare safety -because its something the others don't know. It's what gives us the power."

- Denise Cardo, MD, Director CDC's Division of Healthcare Quality Promotion

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Leadership

Leadership moves an organization forward or upward to add value to the lives of the people it serves.

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INFECTION PREVENTION SKILL SET

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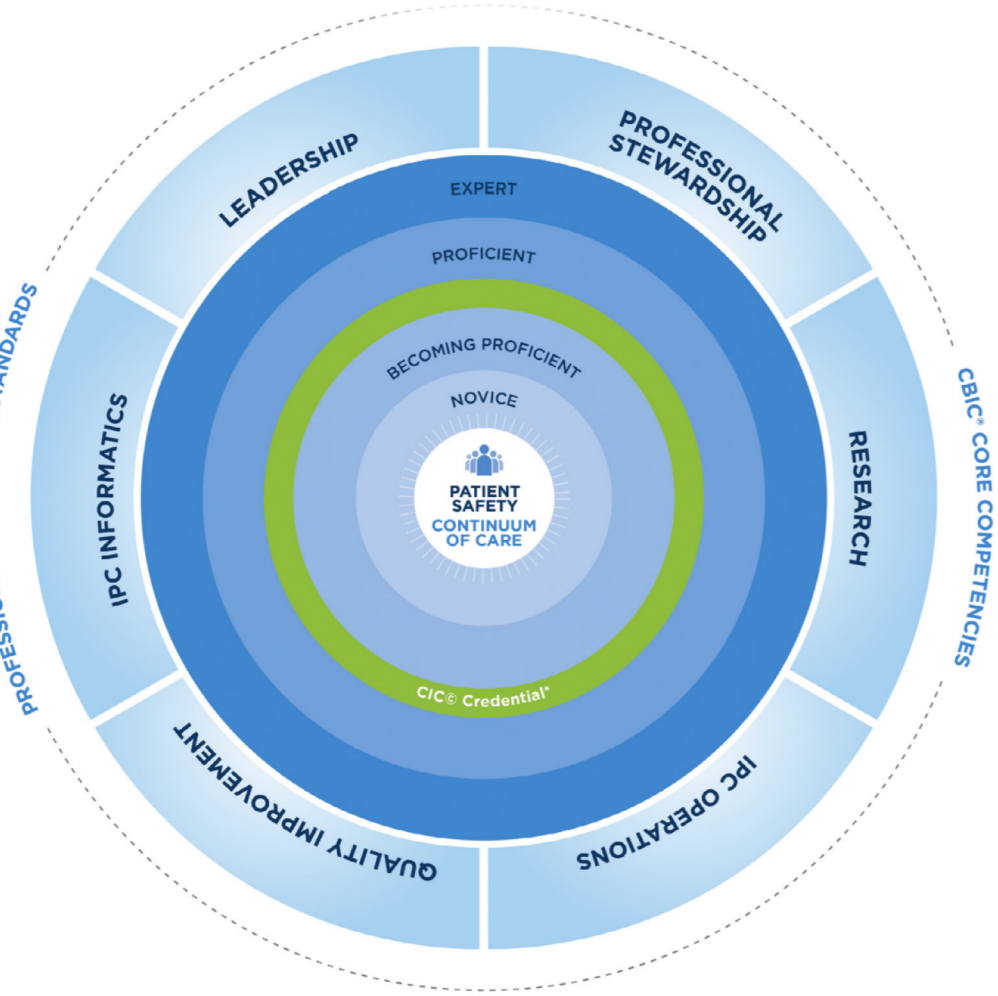
APIC Competency Model - 2019



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APIC Association for Professionals in Infection Control and Epidemiology

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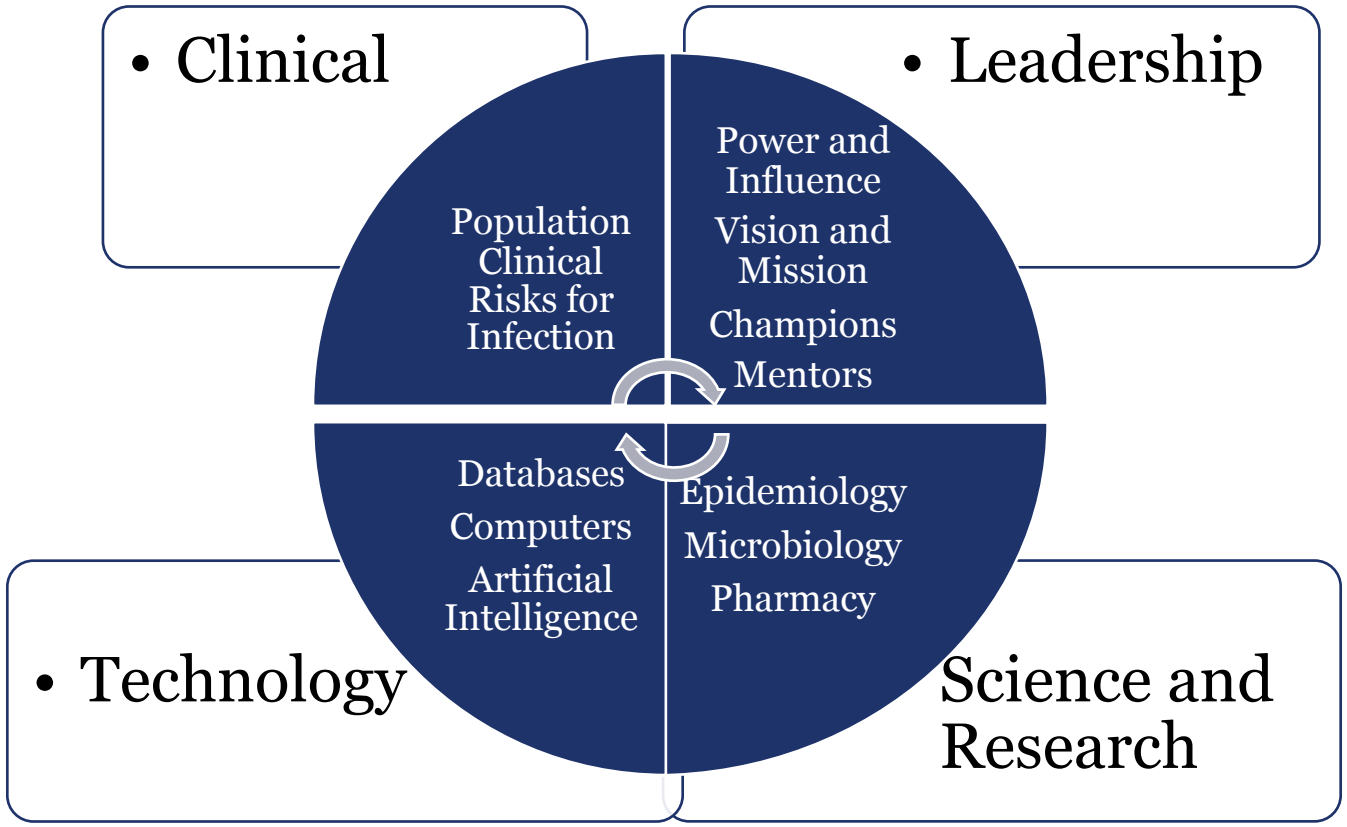
Infection Prevention Skill Set



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STYLES OF LEADERSHIP

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Styles of Leadership

- **Servant Leadership**: influence and motivation of others by building relationships and developing the skills of individual team members

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Styles of Leadership

- **Transformational Leadership**: builds relationships and motivates staff members through a shared vision and mission

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Styles of Leadership

- **<u>Authoritarian or Autocratic Leadership</u>**: makes all decisions without trying to obtain input from team members

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Styles of Leadership

- **Delegative Leadership**: opposite of the authoritarian leader. The leader takes a "hands off" approach and delegates a lot of decision-making to those who report to them.

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WHAT IS YOUR LEADERSHIP STYLE?

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Infection Preventionists As Influencers

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IPs as Influencers

- **Health-Care Acquired Infections:** The IP monitors activities that contribute to Health-care aquired infections (HAIs).

  The IP Coaches and mentors to all levels to improve infection prevention strategies.

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The Unique Role of the IP: Reflection

"There are two pieces that are unique to what IPs and healthcare epidemiologists bring to the table:

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IPs as Influencers

- **Hand Hygiene Programs:** Through observation and feedback; through education; through data analysis and sharing, the IP influences hand hygiene protocol adherence.

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IPs as Influencers

- **Antimicrobial Stewardship:** The IP gathers and trends data on infections within the organization. Collaborates hand in hand with the members of the committee to reduce the misuse of antimicrobials.

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IPs as Influencers

- **Operating Theater and Central Sterile Supply:** The IP monitors the activities to ensure there are zero device-related infections.

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IPs as Influencers

- **Vaccination Program:** Collaborating with other professionals to educate Health Care Workers and patients on the benefits of vaccination.

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IPs as Influencers

- **Managing Epidemics:** Collaborating with other professionals when infectious disease epidemic outbreaks occur.

https://www.who.int/emergencies/diseases/managing-epidemics/en/

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IPs as Influencers - Summary

- Infection Preventionists influence every area of the hospital:
  - Patient care: HAIs, CLABSI, CAUTI
  - Operating Theater: Surgical Site infections
  - Central Sterile Processing: Instrument Safety
  - Antimicrobial Stewardship
  - Environmental Services: Cleaning products
  - Dietary Services: Safe food handling / storage
  - Pharmacy: Sterile Compounding

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Closing Thoughts

- “A good objective of leadership is to help those who are doing poorly to do well and to help those who are doing well to do even better.”
  -Jim Rohn

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

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Thank You

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