

The background features abstract, overlapping green geometric shapes in various shades, creating a modern and dynamic feel. The shapes are primarily triangles and polygons, some solid and some semi-transparent, arranged in a way that suggests movement and depth. The colors range from light, pale greens to deep, forest greens.

# QIP and leadership project in practice

# Areas to cover

- ▶ QIA vs QIP what is the difference?
- ▶ QIP
  - ▶ What is this and when is this done?
  - ▶ How can we help our trainees approach the QIP?
  - ▶ How is this assessed?
  - ▶ Idea sharing
- ▶ Leadership activity
  - ▶ What is a leadership activity?
  - ▶ How is this different to the other activities they are already undertaking?
  - ▶ What is our role as a trainer?

- ▶ What is the difference between QIP and QIA

# QIP

- ▶ This is a project which is completed in ST1 (of ST2 if first GP post)
- ▶ Need to look at a project which can be completed and measure change within the 4-6 month post.
- ▶ So need a SMART project
- ▶ Number of ideas on the RCGP website
- ▶ Also have the paper work for completion by the trainee to be uploaded to the portfolio.

# How can we support our trainees through this

- ▶ What are the challenges for the QIP for trainees?
- ▶ How do we feel about the ways to approach a QIP?
- ▶ What tools can we give the trainees to use to help approach a QIP

# Asking yourselves the right questions

- ▶ 1. What are we trying to accomplish? - Be SMART
- ▶ 2. How will we know if our change has equalled an improvement?
- ▶ 3. What change can we make that will result in this improvement?
  - ▶ May have more than one change, decide then if doing one at a time or both together

# Ways to help your trainee understand QIP



RCGP presentation on QIP  
in practice.



Paper Airplane activity

# Leadership

- ▶ Leadership is a skill that everybody can learn and requires continuous development and refinement. Whilst there are aspects of theory to learn, the most important learning in leadership is from practicing the skill set. The new mandatory Leadership Work Placed Based Assessment (WPBA) gives all trainees the opportunity to gain practical experience in developing these skills in primary care



# Leadership

- ▶ Mandatory is to complete a leadership activity and the leadership MSF
- ▶ Would though also expect to have other entries to show leadership in CAT's and log entries.
- ▶ Leadership activity
- ▶ Can propose their own or use one of the given example.
- ▶ This will be discussed with and agreed by the CS
- ▶ Completed with a reflective log entry.

# Leadership Activity

- ▶ Help the trainee consider which leadership skills they want to focus on developing.
- ▶ Ways to think about :
  - ▶ Leadership of Self
  - ▶ Leadership of Teams
  - ▶ Leadership of Systems
- ▶ May reflect on some or all of these areas.

# Leadership

- ▶ Our role is to meet with the trainee in a tutorial to discuss the planned project
- ▶ Support the trainee and create an environment to do the work and facilitate the process.
- ▶ Example ideas.
  - ▶ Fresh pair of eyes.
  - ▶ Chairing a meeting
  - ▶ QIA
  - ▶ Wellbeing project
  - ▶ Clinical protocol review/development.
  - ▶ Practice leaflet review.
  - ▶ Website design review.

# Fresh Pair of Eyes

- ▶ Looking at the practice/function of the practice from a new objective viewpoint
- ▶ Given a period of time to look at an area the practice wish to review
- ▶ Consider what works well, not so well, why doing that way, can other systems they have seen/use work here? If done really well how do they feed that back.

# Chairing a meeting

- ▶ Way to look at this:
  - ▶ Tutorial around challenges of chairing, chairing styles etc.
  - ▶ Role play exercise
  - ▶ Put this into practice in a meeting

# Wellbeing project

- ▶ Considering ways the working environment can be modified to boost wellbeing.
- ▶ Need to work within the team and key stakeholders to generate and embed the change
- ▶ Can introduce change models that the trainee can use to help in the process

# Clinical protocol review/creation

- ▶ Can review existing protocols
- ▶ Create a new protocol if have identified an area where a protocol would be helpful.
- ▶ This can be related to national standards or linked to local service improvement areas.
- ▶ Present this back to the practice.

# Practice leaflet/website review

- ▶ Looking at content of the leaflet/website
- ▶ Does the leaflet meet NHS guidelines?
- ▶ Could look at the challenges of communicating with harder to reach groups
- ▶ Having done the review may go on to work with the relevant people to effect change.
- ▶ Presenting these findings to the practice.