

How Effective Is Your Physician Training?

Untapped opportunities to improve performance and reduce burnout

Written by Andres Jimenez MD MEd – CEO of ImplementHIT

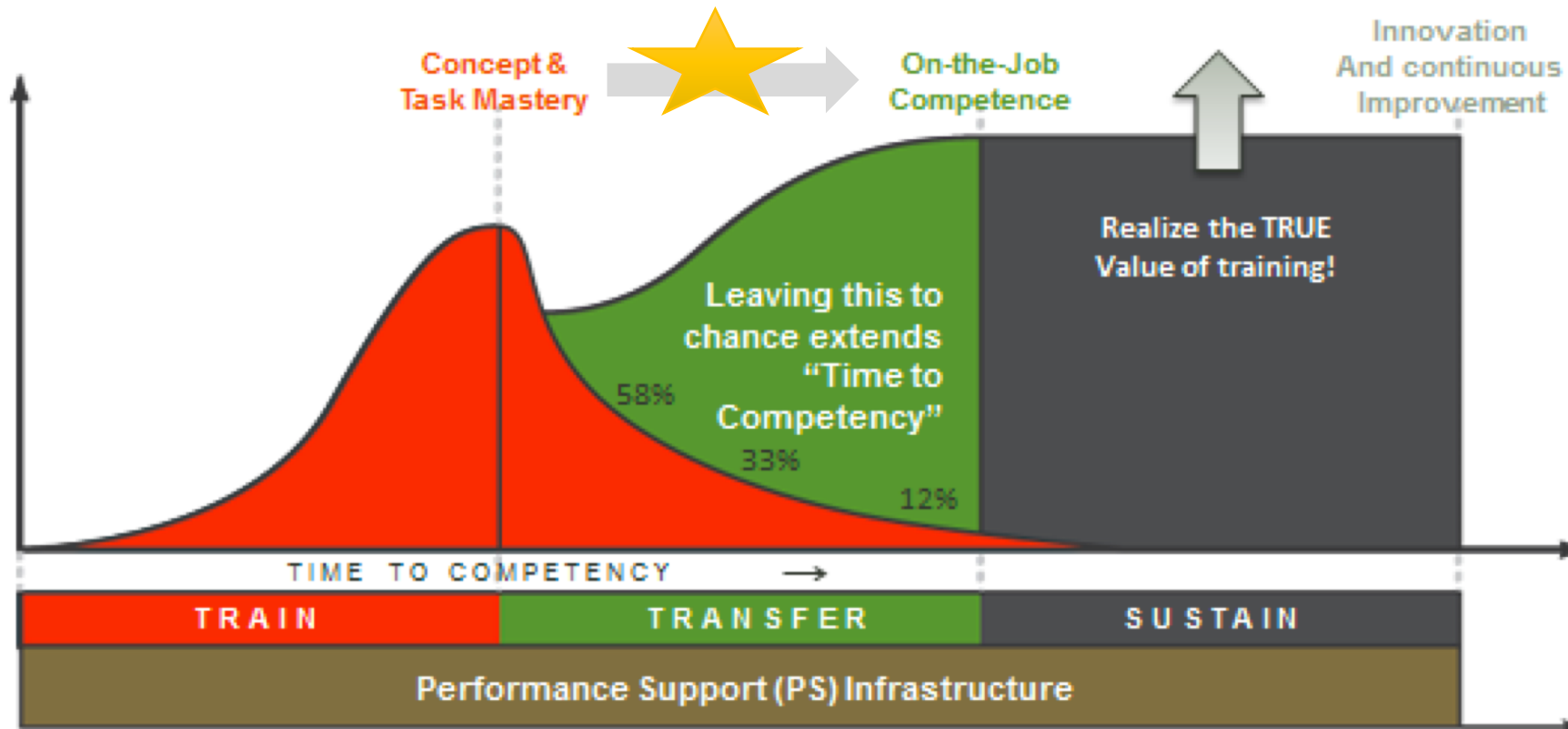


Over the last decade, ImplementHIT developed training curriculums impacting over 1/3rd of all US physicians, and physicians in over 1,000 hospitals and clinics throughout North American have used ImplementHIT's training software.

Why Is Physician Training Important? 4-Words...*On-The-Job Competency!*

“Many organizations view education as a singular event, not an ongoing effort...all other issues, from poorly planned programs to inadequate educators, stem from the expectation that training should be quick, cheap, and one-time-only” H1STalk’s Dr. Jayne (<https://goo.gl/cun6Pu>)

Effective physician training is continual and personalized, supporting the transfer of Concept and Task Mastery to On-the-Job Competency.



Performance Support

This diagram describes the sequential steps of training, transfer and sustainment, where the true value of training is realized. Training as a singular formal learning event, has the primary goal of Concept & Task Mastery accomplished in simulated environments. This leaves up to chance the transfer of learned skills to real-life on-the-job performance in a busy clinical practice. This is often where things break down (<https://goo.gl/zb5r5y>).

How Effective is Your Training? *Ask Yourself These Three Questions*

1

Does our organization have a formal learning and development strategy?

In a Brandon Hall Group study, 14% of the 397 organizations surveyed did not have a learning and development strategy for any specific group of learners. (<https://goo.gl/ww83P2>)

2

How effective is our strategy at meeting our organizational goals?

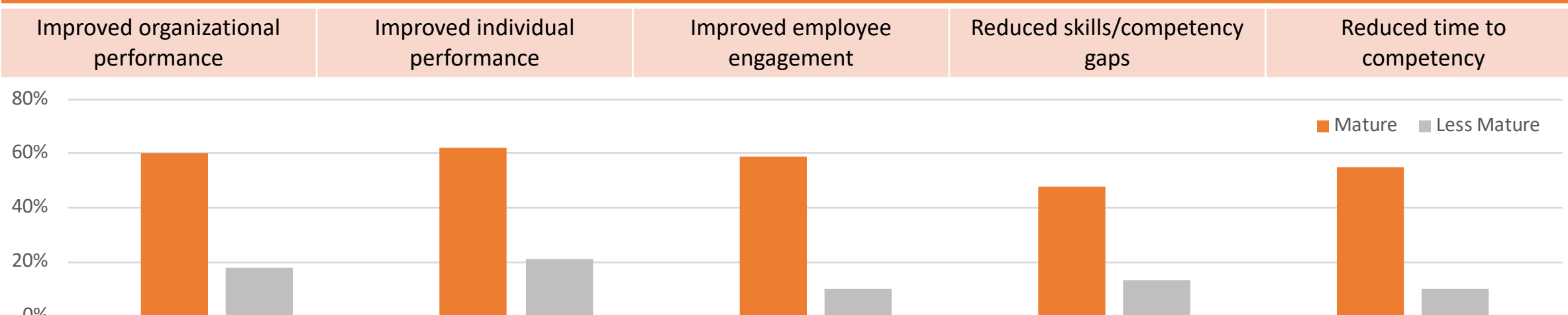
For those that have a general learning and development strategy, 62% say that its effectiveness at meeting business goals are either somewhat effective (54%) or not at all effective (8%) (<https://goo.gl/yMvkMf>).

3

Does our strategy account for the uniqueness of the physician learner in practice?

Physicians are among the mostly highly regulated professions, and today face historic levels of burn-out (even suicide). They also receive & direct 87% of all personal healthcare spending. (<https://goo.gl/WfnfN8>)

Benefits Of A Mature And Effective Learning And Development Strategy



2016 Brandon Hall Group Learning Strategy Study (n=235; <https://goo.gl/yMvkMf>)

Measuring Satisfaction And Learning Is Just A Start...

How often have you asked, and received answers to the following questions about a major training event at your organization?

ROI	Did the training investment provide a positive return on investment?
RESULTS	Did the training have a measurable impact on performance?
IMPACT	Did the learner's behavior change as a result of the training?
LEARNING	Did knowledge transfer occur?
SATISFACTION	Did the learners enjoy the training?

Most reports on training outcomes involve surveys measuring satisfaction at the end of training, and achievement of a passing score on an assessment measuring learning.

Knowing what to measure, and how, is critically important. The outcomes of learning involve a number of factors, including curriculum design, content development, delivery of training and strategies to generate engagement, motivation, and sustainment in a learning program. It also involves culture and trust, that training won't be wasteful of time...likely the most important currency for physicians these days.

Comprehensive evaluation of training by someone with a deep level of understanding in the following disciplines is critically important:

- Adult Learning
- Instructional Design
- Physician Compliance, Clinical Application Usage, and Performance



We Developed Training Curriculums For Over 1/3rd Of All US Physicians

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Physician Learning Software And Consulting			
Consulting	LMS	Content Platform	Communication
<ul style="list-style-type: none">• Strategy development & maturation• Evaluation• Learning Healthcare System• Content Development	<ul style="list-style-type: none">• Built specifically for physician learners• Convenient• Formal and Informal Learning• Advanced Reporting	<ul style="list-style-type: none">• Physician-specific instructional design• Use in any LMS (including our own)• Personalized to each learner• Simplified content maintenance	<ul style="list-style-type: none">• Personalized to each physician• Inclusion of performance insights• Measure engagement• Connect to Formal & Informal learning

ImplementHIT, Inc. 228 Park Ave South, New York, NY 10003 – (888) 457-3332 – contact@implementhit.com