

Info-Morsel: Leveraging Quality Improvement Frameworks for Personal Leadership Development

Introduction

Quality Improvement (QI) frameworks offer a structured approach to enhancing healthcare processes and outcomes. They also provide an excellent opportunity for personal leadership development.

Why Use QI Frameworks for Leadership Development?

- **Structured Problem-Solving:** QI frameworks, like Plan-Do-Study-Act (PDSA), provide a systematic method for tackling any type of improvement including personal leadership development.
- **Information-Driven Decision Making:** QI relies on assessing and collecting information on current status and desired goals, allowing one to examine where they are in their leadership trajectory and where they would like to head.
- **Reflection:** A QI approach encourages reflection on current state and desired outcomes or goals. This active reflection helps to clarify, develop and adapt leadership skills.
- **Adaptability and Resilience:** Continuous improvement processes foster flexibility and the ability to navigate and lead through change. These are essential skills in leadership.

Practical Steps to Use a QI framework for Leadership Development

1. **Identify an Area for Improvement:** Start with a small, manageable leadership goal the learner identifies. Look for ways to help them attain or further those leadership goals.
2. **Apply the PDSA Cycle:** Use the Plan-Do-Study-Act framework.
3. **Reflect and Learn:** After each cycle, take time to get the learner to reflect on what worked, what didn't, and how the PDSA cycle went. Encourage feedback from colleagues and other faculty/staff members.
4. **Scale-up:** Plan the next cycle and how to continue to improve and reach their leadership goals using a QI approach. This not only contributes to cumulative learning but also builds their credibility as a leader.

Conclusion

Utilizing QI frameworks for personal leadership development in family medicine is both practical and impactful.

References

1. Gamble, J., & Vaux, E. (2014). Learning leadership skills in practice through quality improvement. *Clinical Medicine*, 14(1), 12-15. doi:10.7861/clinmedicine.14-1-12.
2. Drew, J., & Pandit, M. (2020). Why healthcare leadership should embrace quality improvement. *BMJ*, 368, m872. <https://doi.org/10.1136/bmj.m872>