

Stronger Together
Anne Bialachowski, Past President, CHICA-Canada
Broadcast from Infection Prevention Society (www.ips.uk.net) annual conference

Stronger Together

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Broadcast live from the annual conference of the Infection Prevention Society
www.ips.uk.net

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Objectives

- Describe how we can be stronger together through Communities of Practice (CoP)
- Describe the benefits of CoPs
- Provide tips and tools to work effectively & Renew your enthusiasm for Collaboration

Why Collaborate?

- To build strong infection prevention and control programs and societies
- To learn from each other
- To create a sense of connectedness and relevance

· In organizations, real power and energy is generated through *relationships*. The pattern of relationships and the capacities to form them are more important than tasks, functions, roles and positions.

- Margaret Wheatley

Communities of Practice

· Communities of practice are groups of people who share a concern or passion for something they do and who interact regularly to learn how to do it better ”

(E. Wenger, 2004)

Where have CoPs been used before?

- International banks
- Car manufacturers
- Government agencies
- Healthcare

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Why aren't they more prevalent?

- The primary "output"- knowledge- is intangible
- It is not easy to build and sustain communities of practice
- Organizations need to support and nurture them

3 Crucial Characteristics of a CoP

1. The Domain
2. The Community
3. The Practice

The Domain (Passion)

- An area of interest
- Shared Commitment
- Competence that distinguishes members from other people

The Community (Members)

- Build relationships to learn from each other
- Engage in joint activities and decisions
- Help each other and share information

The Practice (Where the Rubber hits the road)

- Members are practitioners
- They develop a shared repertoire of resources (experience, stories, tool)
- It takes time and shared interaction

Typical Activities of a Community of Practice

| | |
|--------------------------|--|
| Problem Solving | Can we work on this issue and brainstorm some ideas; I am stuck. |
| Requests for Information | "Where can I find....." |
| Seeking experience | "Has anyone dealt with this situation before?" |

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Typical Activities of a Community of Practice

| | |
|--------------------------|---|
| Coordination and synergy | "Can we combine our purchasing to get the best discount?" |
| Discussing Developments | "Have you seen the new IP&C best practice document on...?" |
| Visits | Can we come and see your? We need to establish this program at our facility. |

Typical Activities of a Community of Practice

| | |
|--|---|
| Re-using Assets | I have a business case I wrote last year |
| Mapping Knowledge and Identifying gaps | What are we missing and what other groups should we connect with? |
| Documenting Projects | We have faced this problem before. Let us document this. |

Why Belong

- Knowledge is an asset that needs to be managed strategically
- The economy runs on knowledge
- Knowledge of any field is too complex for any individual to cover

Guidelines for a Successful Cop

- Voluntary involvement and self organization
- Problem focused
- Distributed leadership and transparency

Guidelines for a Successful Cop

- Accessibility
- Shared identity
- Sustainability

Communities in Action

Value for Organizations

- Can help drive strategy
- Create new "products" or tools
- Solve problems quickly

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Communities in Action

- Transfer best practices
- Members develop professional skills
- They help companies recruit and retain talent

Engaging Successfully

Connect
Give people what they want and value so they'll tune in

Convey
Use portion control to make your point

Convince
Create Commitment

C. Dieken 2009

Create a Shared Pool of Meaning

“ When people purposefully withhold meaning from one another, individually smart people can do collectively stupid things”

Patterson et al., 2002

Get Involved! Everyone Wins!

Opportunity is missed by most people because it is dressed in overalls and looks like work.

Thomas A. Edison

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Questions?

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| <p>What will Membership give you?</p> <p>Membership</p> <ul style="list-style-type: none"> • of a highly-respected, professional organisation that places patient safety at the heart of its ethos • of a network of professional colleagues for advice and support <p>Access to</p> <ul style="list-style-type: none"> • a directory of members and services with contact details • the members-only areas of the IPS website • the discussion board which allows members to post items for discussion on the Society discussion forum • details and minutes of regional and national meetings • downloads of documents and presentations donated by members • free, full-text access to past copies of the Society journal • local branch meetings where free educational sessions are provided • specialist interest groups (i.e. Audit and Surveillance Forum, Community Infection Control Network, Mental Health Forum, IV Forum) | <p>Professional opportunities to</p> <ul style="list-style-type: none"> • comment on and critique draft national guidance, giving members an opportunity to influence the final content of these important national documents • apply for support for educational initiatives, travel awards, the Ethicon Award, funding for conference attendance and research awards <p>Knowledge development</p> <ul style="list-style-type: none"> • a subscription to the Journal of Infection Prevention • personal copy of the Presidents Bulletin, giving local and national information on people and events as well as items of general interest to members • personal copy of supplements from related professional journals • discounted rate for the annual conference and exhibition organised by the Society • access to other IPS organised conferences and events, many of which are free or provided at discounted rate to members • free access to teleclass Education | <p>Personal development opportunities</p> <ul style="list-style-type: none"> • the opportunity for personal and professional development in taking office within the Society from branch to board level • the opportunity to further develop transferable leadership, marketing and business skills and help build your CV • the opportunity to represent the IPS on external committees, such as: <ul style="list-style-type: none"> • Editorial Board • Research and Development Group • Education and Professional Development Group • Annual Conference Scientific Programme Committee • Information Technology Group <p>The opportunity to represent the IPS externally on National working parties and committees</p> <div style="text-align: center;"> </div> | |
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