



DANIEL HANLEY
CENTER *for* HEALTH
LEADERSHIP

**State Innovation Model
End of Project Summary**

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Hypothesis Conclusion

Outline the SIM hypothesis associated with the project and indicate the conclusions that can be drawn. Was the hypothesis proven? How? If not, why not?

Benefits

Outline any tangible benefits to health care reform that have been achieved as a result of this work .

Future Recommended Changes/Lessons Learned Based on your SIM experience, what would you have changed to improve results?

Sustainability Recommendations

For those hypotheses proven accurate and for which tangible benefits were demonstrated, outline high-level thoughts on sustainability considerations

Other? Summarize any other perspective and/or experience that you would like to share.

Next Steps

Outline the next steps for the SIM Objective post SIM



Hypothesis Conclusion

Outline the SIM hypothesis associated with the project and indicate the conclusions that can be drawn. Was the hypothesis proven? How? If not, i, why not?

Absent a hypothesis...

The SIM Leadership Program had two main objectives:

1. Engage key healthcare stakeholders
2. Provide one or more leadership development opportunities



Hypothesis Conclusion

Outline the SIM hypothesis associated with the project and indicate the conclusions that can be drawn. Was the hypothesis proven? How? If not, i, why not?

Objective #1:

Engage key healthcare stakeholders in a planning process to develop a shared vision and strategic plan for developing the leadership skills needed for healthcare providers and leaders to help Maine achieve the Triple Aim and advance the health of the state.

1. Understanding across leaders

2. Common set of core leadership competencies

3. Impact of organizational size and resources



Hypothesis Conclusion

Outline the SIM hypothesis associated with the project and indicate the conclusions that can be drawn. Was the hypothesis proven? How? If not, why not?

Objective #2:

Provide one or more leadership development opportunities for healthcare teams focused on supporting successful change management – i.e. offer a program that develops skills needed to manage and sustain the transformational changes occurring in healthcare - preferably using an existing Maine leadership development program.

1. Maine's healthcare leaders are hungry
2. Time and space for learning
3. Teams leadership theory, skills, practice and networking opportunities
4. Practicing through projects



Benefits

Outline any tangible benefits to health care reform that have been achieved as a result of this work .

Statewide Focus on Leadership Development

1. Spotlight on the need for strong leadership development efforts
2. Discussion about the importance of building a strong bench
3. Framework of consistent necessary leadership competencies
4. Acceptable and desirable methods of training
5. Understanding of the importance of resiliency
6. Dozens of trained team leaders across the state.



Benefits

Outline any tangible benefits to health care reform that have been achieved as a result of this work .

Trained Senior Healthcare Teams re: Leadership, Change, Management and Resiliency

1. 22 healthcare trained teams
2. Reported positive results and changes in effectiveness
3. Spreading the learning
4. Moving the needle toward the Triple Aim of healthcare reform.

Benefits

Outline any tangible benefits to health care reform that have been achieved as a result of this work .

Building Blocks Toward Triple Aim

1. Small igniters of collaborations
2. Clearer, stronger teams
3. Workforce satisfaction and patient experience

Future Recommended Changes/Lessons Learned Based on your SIM experience,
what would you have changed to improve results?

If We'd Had a Crystal Ball...

1. Include CEOs in initial Team Leader Training
2. Provide incentives
3. More guest speakers on webinars

Future Recommended Changes/Lessons Learned Based on your SIM experience,
what would you have changed to improve results?

If We'd Had a Crystal Ball...

4. Simplify and provide year long leadership training
5. Shift delivery and more intensively provide year long team leader training

Sustainability Recommendations

For those hypotheses proven accurate and for which tangible benefits were demonstrated, outline high-level thoughts on sustainability considerations

Keep It Going!!

1. Test the “Pledge”
2. Implement statewide tracking
3. Enable and coordinate longitudinal surveying

Other?

Summarize any other perspective and/or experience that you would like to share.

Given the Hanley Center's experience in delivering leadership development courses and other initiatives for health leaders, physicians, clinical specialists, administrators and other professionals, *we believe the most effective leadership development courses:*

1. Provide significant opportunity for in-person networking and peer learning
2. Are experiential
3. Teach and support collaboration
4. Build new perspectives
5. Provide space in time and energy for leaders to gain self-awareness, reflect on their personal leadership skills and refresh their passions for their work
6. Create a broad Maine network of other health leaders
7. Utilize blended learning enabling some virtual components



Next Steps
Outline the next steps for the SIM Objective post SIM

What More Can We Do?

1. Continue to research funding opportunities
2. Engage an ROI Leadership Consultant
3. Create opportunities for extended training of teams

Next Steps
Outline the next steps for the SIM Objective post SIM

What More Can We Do?

4. Investigate accreditation standards
5. Convene statewide specialty associations and membership groups to endorse a Compact



SIM 

HEALTHCARE SYSTEM TRANSFORMATION
A Collaborative Partnership led by Maine DHHS

Paul R. LePage, Governor *Mary C. Mayhew, Commissioner*



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