

WHY SAS DOCTORS CAN BE EFFECTIVE LEADERS: PRACTICAL STEPS TO GETTING STARTED

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PDSA (PLAN, DO, STUDY, ACTION)

The four stages of the PDSA cycle:

Plan - the change to be tested or implemented

Do - carry out the test or change

Study - data before and after the change and reflect on what was learned

Act - plan the next change cycle or full implementation



- Plan the next cycle
- Decide whether the change can be implemented

- Define the objective, questions and prediction
- Plan to answers the questions (who? what? where? When?)
- Plan data collection to answer questions

Act

Plan

Study

Do

- Complete the analysis of the data
- Compare data to prediction
- Summarise what was learned

- Carry out the plan
- Collect the data
- Begin analysis the data

HOW TO USE IT

PDSA cycles form part of the improvement guide, which provides a framework for developing, testing and implementing changes leading to improvement.

The model is based in scientific method and moderates the impulse to take immediate action with the wisdom of careful study.



THE FRAMEWORK INCLUDES THREE KEY QUESTIONS AND A PROCESS FOR TESTING CHANGE IDEAS:

1. What are we trying to accomplish?
2. The aims statement How will we know if the change is an improvement?
3. What changes can we make that will result in improvement?

WHAT WE TRYING TO ACCOMPLISH?

Teams need to set clear and focused goals.

These goals require clinical leadership;

They should focus on problems that cause concern, as well as patients and staff.



THE AIMS

Be consistent with any national goals and relevant to the length of the project

Be bold in its aspirations

Have clear, measurable targets



HOW DO WE KNOW IF THE CHANGE IS AN IMPROVEMENT?

If we make a change, this should affect the measures and demonstrate over time whether the change has led to sustainable improvement.

The measures in this model are tools for learning and demonstrating improvement, not for judgment.

Each project team should collect data to demonstrate whether changes result in improvement.

