Engaging Clinical Staff with Innovation Centers

Facilitator: Jim Sparks, Franciscan Alliance

Workshop Goal: Identify 3 best practices to share with the group

1. Participants – Self Introductions – 5 minutes

Innovation Center represented, your role there, services offered, your learning objective today

2. Places to start – 5 minutes

Example of healthcare staff involvement in innovation – Healthcare Kaizen – Engaging Front-line Staff in Sustainable Continuous Improvements by Mark Graban and Joe Swartz is a book dedicated to this topic using Kaizen strategies to engage workforce members. Joe Swartz is a Franciscan Alliance employee who is a Lean and Six Sigma Black Belt. His use of employee-driven Kaizen in his facility resulted in accomplishing a more than $4 million run rate in annual cost reduction via waste elimination over the past 5 years.

- Should we discuss engaging staff with Innovation Centers or engaging staff with innovation?
- How do we bring staff ideas and innovative concepts forward, develop them into testable projects, pilot them and recognize staff members for their participation?
- How do we evaluate staff innovation ideas to select the ones we test?
- What is the role of an Innovation Center in staff education / training / development?
- When do we engage in disruptive innovation (Japanese word = Kaikaku) and how do we engage staff in these larger projects?
- How much risk of failure is the right amount for an innovation project? How do we engage, teach, train employees to think innovatively?

3. SHARE IDEAS, THOUGHTS, CONCEPTS, PLEASE!!! – 40 minutes

4. Wrap up with selection of top 3 Best Practices for engaging staff with innovation and Innovation Centers. – 10 minutes

Thanks for your participation.