

TOP 10 Reasons and Strategies for DIOs to Support Their PDs



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In this "Top Ten," we put a new twist on examining the interdependent relationship between Program Directors (PDs) and DIOs by presenting ten reasons and strategies for DIOs to support their PDs and, in turn, have better Internal Review Documents (IRDs) and better ACGME decisions.

1 Better preparation means better chances of having a successful ACGME Site Visit, and the best preparation occurs when the DIO works with his or her program directors to meet their GME goals and requirements. A Mock Site Visit is one excellent way to bring staff together and build a cohesive accreditation team.

2 Program Directors can offer the DIO an invaluable perspective. Through effective communication and solid relationships, DIOs can create a better IRD utilizing new program initiatives and outcomes identified by PDs.

3 As the leader of the GME team, DIOs set the bar for their program directors. Through their obligation of continuous learning and professional development, DIOs can demonstrate their commitment to their PDs and gain more of their loyalty towards the IRD process. Instituting a regular schedule of professional development education highlights that allegiance.

4 DIOs will pay the price in lower institutional accreditation outcomes when their program directors are not fully trained on accreditation best practices and even the latest in ACGME requirements. They owe it to themselves to support their staff by permitting their involvement in conferences, on-site education and in exploring new approaches in GME operations, accreditation and management.

5 Having competent and confident program directors should not just be part of the DIO's job description; it should become an ongoing, progressive initiative that benefits the residents, the program, the institution, and your IRD! DIOs can best build up their PDs through a well-planned and managed IRD process as well as a timeline that allows for program improvements and documentation.

6 The DIO's role goes beyond ensuring ACGME institutional and program requirements are met. It encompasses maintaining the overall vitality of GME within an institution. To do this, the DIO must have the support from all others within the institution, most especially the PDs, who should exemplify this commitment

within their programs. Effectively involving program directors in the IRD process is a unique opportunity to raise that relationship to the next level.

7 Every program's accreditation cycle affects the institution's accreditation cycle. In order to achieve the best possible institutional accreditation outcome, it is therefore critical for the DIO to work with PDs of programs with short cycles to identify, implement and monitor program improvement initiatives. As we have found, partnering with, and fixing troubled programs, can make up about 80% of the work you should be doing for your institution.

8 In order for programs to reach their highest potential under the leadership of an outstanding director, the DIO must engage each PD to help them create a specific plan for building skills, acquiring necessary GME tools, and ensuring best practices within his or her individual program.

9 The IRD represents the institution, the DIO and every program director. As such, it emulates the GME culture that the team has built over years. Through the IRD process, the DIO has a distinctive role and opportunity to help everyone shine. By supporting his or her program directors, the DIO can not only build a solid IRD team, but also enhance their accreditation outcomes and emphasize their irreplaceable value to the administration and organization as a whole.

10 At the heart of every successful GME program is teamwork—the ability to lead, teach, delegate and support one another toward the common goal of providing the highest quality health care. The DIO's promise of ongoing support and professional development to his or her team brings power to their GME structure and enhances passion in the profession.

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