

Making Smart Decisions about Best Practices

Stephen Horan, PhD
Community Health Solutions
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Conflict of Interest Disclosure

I, **Stephen Horan,**

DO NOT have a financial interest/arrangement or affiliation with one or more organizations that could be perceived as a real or apparent conflict of interest in the context of the subject of this presentation.

The Power of Best Practices

One goal of the CHC Leadership Learning Program is for participating teams to learn and share best practices for addressing real problems and opportunities.

- Best practices can accelerate organizational improvement and reduce resources spent on trial and error.
- At the October 2016 Learning Session we asked you to identify specific topics for best practice research.
- In response to your requests we have identified best practices in a number of areas as presented in the [Best Practice Knowledge Base](#).
- The next step is to select and implement best practices within your areas of interest.

Objectives

In this session we will:

- Learn about best practice ideas collected to date
- Learn and apply a practical framework for best practice evaluation.

As a result, your team will be better equipped to:

- Quickly identify evaluate best practice ideas
- Adopt or adapt best practice ideas for your specific setting
- Avoid best practice ideas that won't work well in your specific setting.

Best Practice Ideas Collected to Date

Best practice ideas are stored in a searchable [Best Practice Knowledge Base](#) within the Leadership Institute website.

This page provides an organized knowledge base of best practice ideas for CHC Leadership. This knowledge base will be expanded and refined in response to the interests and needs of Association members. If you would like to request a best practice research, we are here to help. [Click here to request best practice research.](#)

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Category	Topic	Title	Source	Description	
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		Prepare Your Practice for Value-Based Care	AMA STEPS Forward	This resource provides: <ol style="list-style-type: none"> 1. Five STEPS to prepare your practice for value-based health care 2. Answers to common questions about becoming a value-focused organization 3. Case vignettes describing how physicians can create value-based practices 	Details
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A Framework for Best Practice Evaluation

Some Definitions

- **Best Practice.** A 'best practice' is a practice that has been evaluated and shown to be exemplary in its efficiency and effectiveness.
- **Promising Practice.** A 'promising practice' is a practice that has shown positive potential but has not been fully evaluated.
- **Practical Application.** In practical application, best practices and promising practices are typically mixed under the header of 'best practice.'

A Framework for Best Practice Evaluation

Why do we need a framework for best practice evaluation?

- Best practice adoption is really about innovation and change.
- Some best practices transfer easily.
- Some best practices require refinement.
- Some best practices just won't work in your organization.
- It helps to have a process that the team can use to quickly evaluate best practice ideas before wasting time on innovation and change that might not work.

A Framework for Best Practice Evaluation

Twelve Questions to Ask Before Adopting a Best Practice

- 1) **Relevance.** Does it directly address our need?
- 2) **Credibility.** Is it supported by a credible person, institution, or evidence base?
- 3) **Compatibility.** Is it compatible with our existing values, culture and structure?
- 4) **Clarity.** Do we clearly understand it?
- 5) **Simplicity.** How simple or complex is it?.
- 6) **Advantage.** Does it have a relative advantage over what we are already doing and other options?
- 7) **Trialability.** Can we try it on a limited basis prior to full-scale adoption?
- 8) **Observability.** Will we be able to observe the results within a reasonable period of time?
- 9) **Transferability.** Can we adopt it as is or will it need refinement?
- 10) **Organizational Change.** How much change will it require to organizational policies, procedures, practices, culture, and relationships?
- 11) **Affordability.** Can we implement it at an affordable cost?
- 12) **Value.** Are the potential benefits worth the potential costs?

A Framework for Best Practice Evaluation

Applying the Framework

- Work together within your teams
- Use the Best Practice Evaluation Checklist provided
- Apply the Checklist to a best practice idea that you have recently been considering, or choose a best practice profile from the list provided as an exercise.
- Be prepared to discuss the results of your evaluation.

Next Steps

- Engage your team in applying the Checklist as you consider adopting best practices.
- Questions, Comments, Suggestions?