Is Your Iceberg Really Melting?

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No conflicts of interest to report
Introduction

• Phase 1 Milestones and Other ACGME Changes

• Phase 2 Milestones and Other ACGME Changes

• Similarities with “Our Iceberg is Melting”
Goals and Objectives

• Recognize change as universal and constant
• Address resistance to change
• Discuss methods to encourage “buy in” to change
• Maintaining momentum
Group Activity

• If you are wearing a jacket or sweater that can be removed, will you please stand up?

• If you are willing, please remove your jacket or sweater.

• Thank you.
Here’s the Challenge:

• Using the **hand you do not write with**,  

• Please put your garment back on.
Quick Review

Our Iceberg is Melting
Group Activity 2

1. Locate the blue paper at the back of your handout.

2. Please read the descriptions for the Penguins then answer the questions on the back based on your training program.

3. Select only one character per question.

Fred  Alice  No Ho  Buddy  The Professor  Louis  Scout  Sally Ann
Questions:

1. Which character best describes your program leadership?

2. Which character best describes you?

3. Which character do you avoid?

   _____ Fred   _____ Alice   _____ NoNo   _____ Buddy

   _____ Louis   _____ Scouts   _____ Professor   _____ Sallie Ann
OUR ICEBERG

ACGME Changes
Building the Toolbox

1. True Urgency
   - Resistance
   - The pulse of change
   - Communication
   - Define leaders, team players, and barriers
2. Create a guiding coalition – Teamwork
3. Develop the Vision - Action Plan

• Easy to communicate

• Understandable

• Easy to remember
4. Buy in from All – Communication
5. Empower and Inspire

- Define and remove barriers
- Champions of Change
- Communicate the vision and long term benefits
- Empower every level
6. Incorporate short term wins
7. Do Not Let Up! Go Team Go!

- Resistance
- Raising the bar - balancing
- Reinforce urgency, press harder
8. Create a New Culture - Make it Stick

Being a nomad is fun, but where is home, Suzy?

It's simple Tom: “Home is where the ones you love are.”
The Eight Step Process of Successful Change:

1. True Urgency
2. Create a Guiding Coalition – Teamwork
3. Develop the Vision – Action Plan
4. Buy In From All – Communication
5. Empower and Inspire
6. Incorporate Short Term Wins
7. Do Not Let Up! Go Team Go!
8. Create a New Culture – Make It Stick!
Summary
Before we leave...

1. Please stand up

2. Bring your arms straight out in front of you

3. Clap rapidly 5 times
Everyone deserves a standing ovation because...
We Are All True Heroes for Our Programs!!!!!!!
Reference Acknowledgement

Please Provide Feedback

https://www.appd.org/amsurvey/
Thank You!

Questions or Comments?

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