

aqua

Shape Change Inspire Quality Transform Care



TRAINING QUALITY IMPROVEMENT SENIOR LEADERS WITH AN AI PERSPECTIVE

Kayleigh Barnett 29/09/2022

@Aqua_NHS @kbarnett2019

6+

Years experience of working with Appreciative Inquiry
Years of delivering intro to AI training for Aqua
(<https://aqua.nhs.uk/>)

Over 350 NHS staff trained over
24 workshops

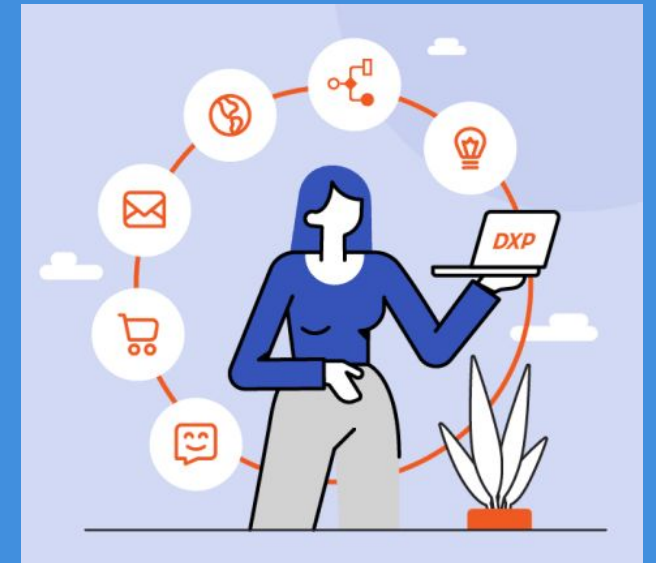
350+

Worked closely with Appreciating People, currently writing a book
on Appreciative Inquiry in Health and Care, due out November
2023

Found AI to be the mindset that has provided
the power and ability to mix different toolkits
and methodologies to provide quality outcomes



MY EXPERIENCE IN APPRECIATIVE INQUIRY



THE CASE STUDY



Aqua's flagship Senior QI Leadership programme needed redevelopment for a virtual learning environment as part of the Covid-19 response



Programmes are reviewed regularly to keep them fresh, but this was an opportunity to experiment with new learning formats and to embed an Appreciative and strengths based approach throughout to programme.



The capability building programme manager gave me full autonomy to re-work the programme in a creative, strengths based way, and challenged me continuously to see things from the learners perspective, in order to make it tangible and outcomes based

SO.....

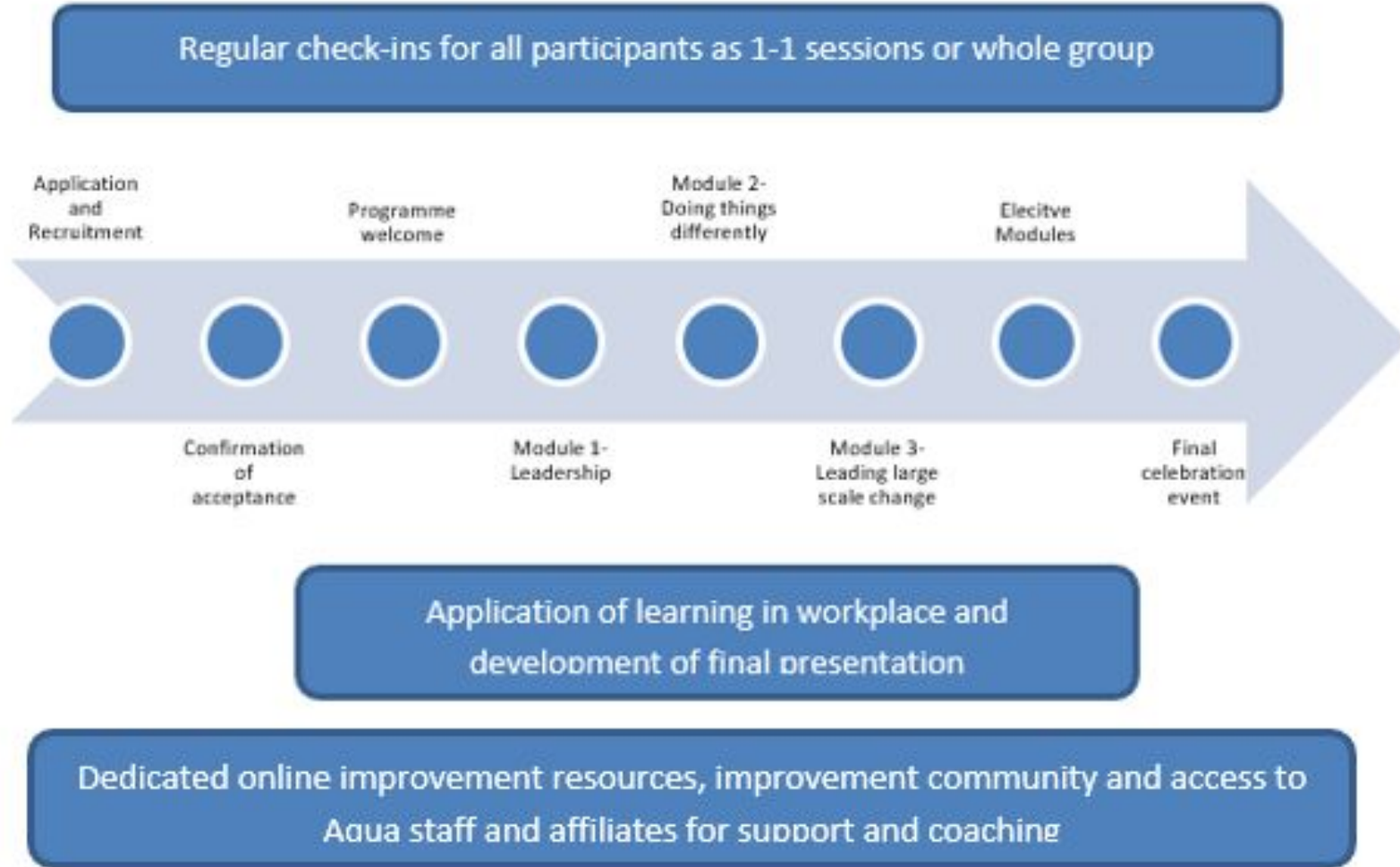


WHAT IS . . .

AIP anyway?



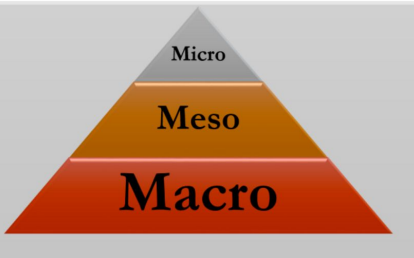
ADVANCED IMPROVEMENT PRACTITIONER



AIP IN A



The Advanced Improvement Practitioner (AIP) programme helps improvement leaders to understand improvement leadership at a micro, meso and macro level.



The face to face format was redeveloped 3.5 years ago



Virtual re-development at start of Covid

The resulting programme has featured in the Appreciative Inquiry Practitioner Journal

**(Barnett, 2022
<https://aipractitioner.com/product/the-open-issue-2022/>)**



IN NUMBERS:

2 cohorts per year since 2016

Normally between 20-30 people per cohort

Varied between 10-7 days taught content

Over 109 taught days delivered

Over 350 people have gone through the programme since 2016

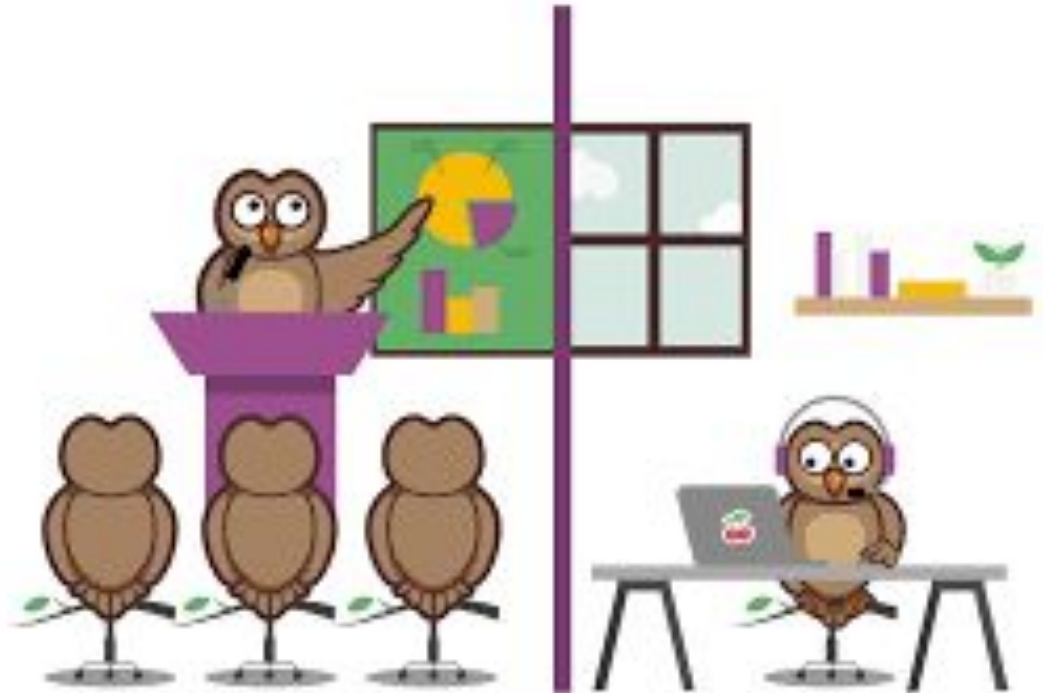
122 people have been trained using new format



THE CHALLENGE

How to move a 6 day face to face delivery programme, all built around group exercises and relationships, into an engaging, thought provoking and inspiring virtual programme?

Where to even start? Well, I needed to



TIP:
Practice
What
You
Preach



THE THINKING



What needed to stay?

What needed to go?

What needed to be re-worked?

What needed to be added?

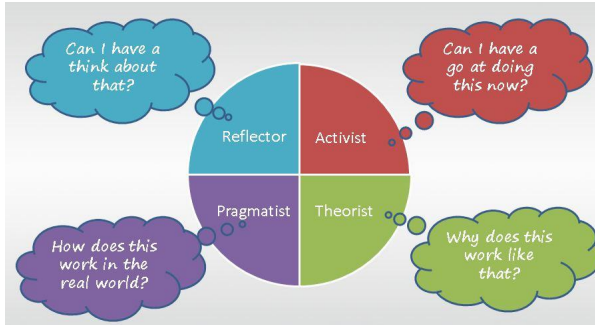
How could we personalise the programme?

Where could additional value be added?

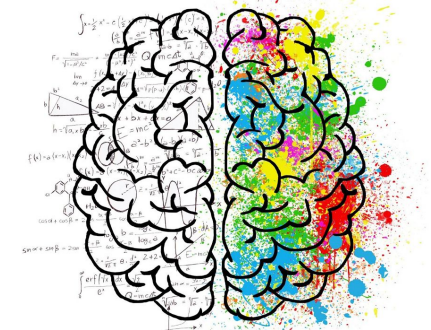
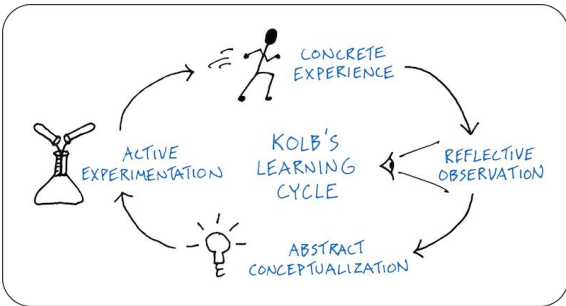


THE PROGRAMME STRUCTURE

Pre-Programme learning styles survey (Honey and Mumford) followed by...



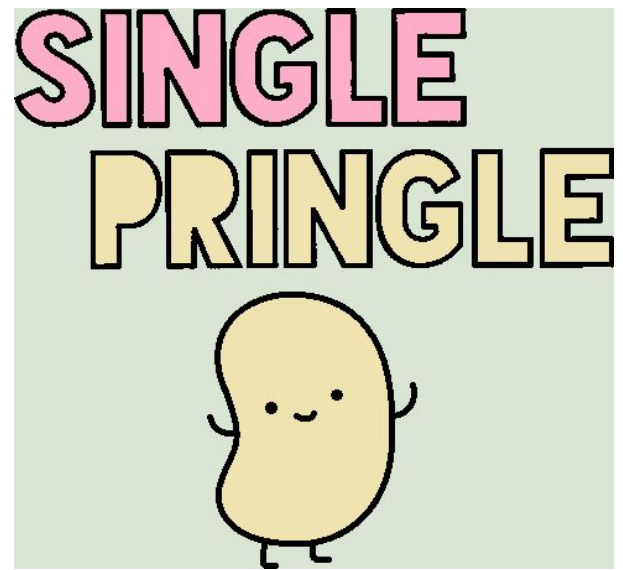
Pre-Programme learning styles survey (Honey and Mumford) followed by...



Supplemented by tailored workshops on specific topics



THE DELIVERY METHOD



THE FACILITATORS

Session Facilitators



Kayleigh Barnett
Delivery Lead

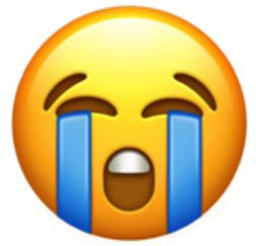
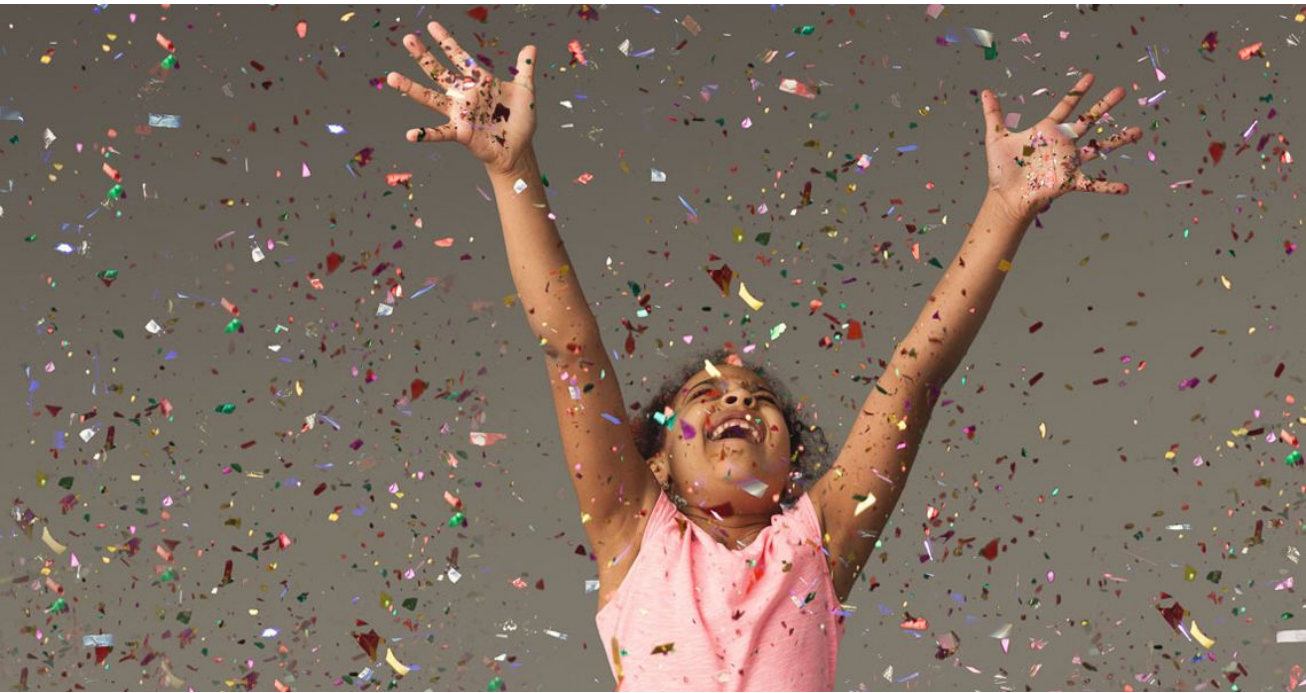
Brook Howells
Senior Improvement Lead



Electives Facilitators



THE CELEBRATION EVENT



REALISING THE BENEFITS



SOMWHAT?



REALISING THE BENEFITS



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SOMWHAT?



REALISING THE BENEFITS



SOMEWHAT?



SO WHAT NEXT?



SO WHAT NEXT?



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Thank You.

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