EVIDENCE-BASED LEADERSHIP℠ (EBL) PRACTICE:
THE FOUNDATION OF A CULTURE OF QUALITY

Studer Group’s approach to leadership is modeled after the concept of evidence-based medicine. Our EBL framework allows coaches to set the foundation and balance goals and activities that address the holistic performance of the organization.

The three sequenced sections of EBL are proven to reduce leadership variance and drive behaviors that have been shown to have the greatest impact on patient outcomes: Aligned Goals, Aligned Behaviors and Aligned Processes. Beginning in the Aligned Goals phase allows us to take organization goals and cascade them to the front-line leader. The right leader, the right goal with the right weighted value helps leaders prioritize what they do and connect to the vital metrics they can affect within the organization. In the Aligned Behaviors phase, individual tactics are rolled-out to reduce patient anxiety, build patient trust, improve compliance and drive clinical outcomes. Lastly, in the Aligned Processes phase, the main focus is standardization. Standardization of behaviors and processes is critical to create a culture of performance excellence.
EMERGE DEPARTMENT PRACTICE

Studer Group Canada Emerge Department expert coaching includes a comprehensive assessment of ED operations, as well as flow and throughput processes. Recommendations are based on assessment findings and modeled after the EBL framework. On-site coaching to develop and implement a customized work plan to achieve and sustain agreed upon outcomes are created in partnership with ED leadership.

RESULTS INCLUDE:
• Reduced Length of Stay
• Reduced Left Without Being Seen
• Efficiently managed patient volumes, improved throughput and enhanced patient flow

PROVIDER PRACTICE

It’s critical that organizations and care providers work together to meet ever-more-rigorous quality and patient safety goals. An open-environment for feedback and collaboration is key to driving provider engagement and preventing provider burnout. Studer Group coaches work with physicians, nurse practitioners, physician assistants and other providers to create a culture of accountability and build skills to:

• Drive implementation of proven, evidence-based practices
• Provide guidance and direction to senior leaders
• Support internal team members through training and development
• Cascade learnings and information across the organization