

LEADERSHIP AND PROGRAMME MANAGEMENT IN INFECTION PREVENTION AND CONTROL (IPC)



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LEADERSHIP

Definition of Leadership

□ Leadership is the art of mobilizing others to want to struggle for shared aspirations.

Definition of Leadership

- 'Leadership is the process of influencing the activities of an organised group in its efforts toward goal setting and goal achievement.

Definition of Leadership

□ Leadership is the art of leading others to deliberately create a result that would not have happened otherwise.

Definition of Leadership

- Leadership describes the ability to influence, motivate, and enable members of an organization to contribute to the effectiveness and success of the organization.

IMPORTANCE OF LEADERSHIP

- Leadership is an important part of a successful IPC programme.
- Leadership is widely considered to be vital for infection prevention and control (IPC).

RESEARCH ON LEADERSHIP

□ Although Leadership in IPC is very crucial and important, there is little rigorous research on effective leadership for IPC.

MANAGEMENT

MANAGEMENT VERSUS LEADERSHIP

- The terms 'management' and 'leadership' are often used interchangeably in relation to the organization and delivery of health care

MANAGEMENT

□ Management is the process of dealing with or controlling things or people.

MANAGEMENT

- ❑ Management is the coordination and administration of tasks to achieve a goal.
- ❑ Such administration activities include setting the organization's strategy and coordinating the efforts of staff to accomplish these objectives through the application of available resources

IPC MANAGER

- **IPC Manager leads** the development & maintenance of an infection control program in order to ensure the quality of care and safety of patients and staff.
- The goals include striving for good quality of care and the safety of patients, caretakers and staff.

RESPONSIBILITIES OF IPC MANAGER



• To coordinate the roll-out of the IPC project across the facilities, in close collaboration with the management, the Safety committee, the IPC Focal Person and all other relevant workers.

• Directly support and supervise a team of staff members involved in the IPC project.

RESPONSIBILITIES OF IPC MANAGER

- To ensure that activities related to the IPC project at the facilities are carried out successfully, including training of all staff, assessments in the facilities and adherence to guidelines.
- Project development and management responsibilities include report writing, budget management, donor compliance and staff management

RESPONSIBILITIES OF IPC MANAGER



- Follow up on data collection and reporting to feed in lessons learnt and improve IPC practices, as well as disseminate learning to key stakeholders.
- Devising systems of measurement
- Lead on program monitoring and evaluation.
- Set up the objectives required for IPC activities.

RESPONSIBILITIES OF IPC MANAGER



- Organizing the various IPC activities in the facility
- Participate in working groups and technical meetings regarding development of national standard operating procedures (SOPs), trainings, and policies on issues of infection control and patient safety guidelines.

RESPONSIBILITIES OF IPC MANAGER



- Developing personnel through training and mentorship on the IPC program
- Motivating the IPC team members
- Provide support for the expansion of the IPC programme

Managerial leadership



Although management and leadership are distinct concepts, managers are frequently required to demonstrate leadership qualities, including for IPC.

It has been argued that those assuming organisational leadership for IPC must be of sufficient seniority to exert authority.

Managerial leadership



& They need to be members of committees or (preferably, should be a Management Staff) where resources are allocated to ensure that IPC is prioritised.

& Managerial support has been identified as crucial in the success of IPC campaigns

IPC LEADERSHIP

- Leadership is considered to be essential for IPC with supportive claims that leadership at all levels combined with clear national strategy and local structural capacity to deliver the guidelines are effective for IPC

IPC LEADERSHIP

- Leadership play an essential role in IPC implementation when national or regional strategies/ approaches have unintended consequences such as inadequate engagement and lack of local ownership on the front line.

IPC LEADERSHIP



- Successful leaders can contribute to infection prevention actions through the implementation of guidelines.
- This can be done by listening to workforce concerns, motivating and engaging the workers, acknowledging that staff are often hassled and overstretched
- Understanding healthcare leaders' perspectives helps in the study of implementation of guidelines.

IPC LEADERSHIP MULTIMODAL STRATEGIES



As a leader you will use those soft skills to influence multimodal strategies to:

- Build a system (including infrastructures) that supports IPC practices.
- Teach others about IPC.
- Check that your organization is doing the right thing at the right time.
- Sell it to others and keep them interested in adopting and maintaining excellent IPC practices.
- Live it by embedding excellent IPC practices across your organization's culture.

IPC LEADERSHIP



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IPC Effective LEADERSHIP



Effective IPC
leadership has an
impact

IPC Effective LEADERSHIP

Leaders support others to develop, implement, and evaluate their own solutions to problems.

For instance, leadership associated with hand hygiene, gowning, and gloving has influenced greater quality of sanitation in many facilities

IPC FOCAL Person



& The IPC focal person, need to apply leadership skills to a variety of situations

IPC FOCAL Person



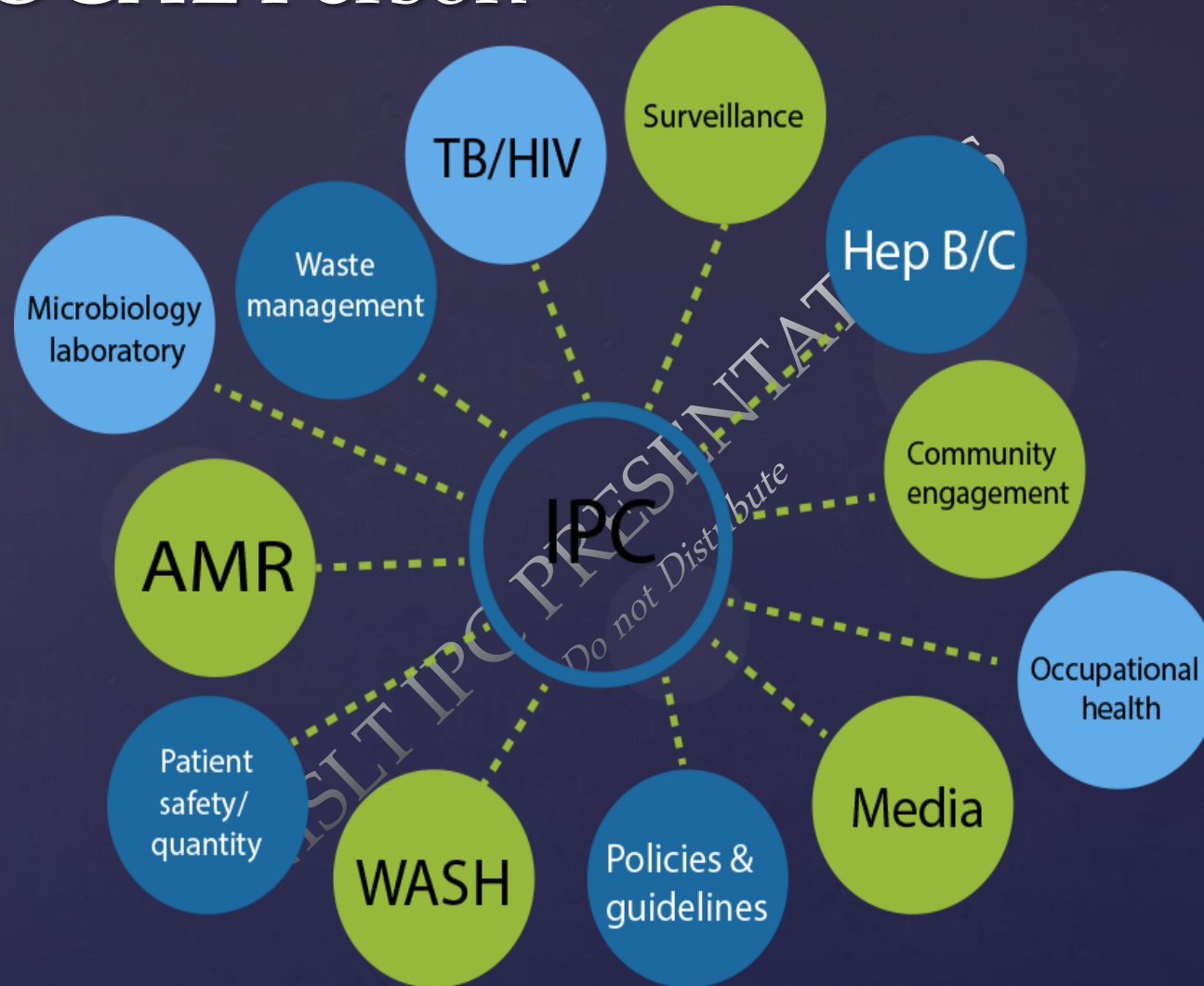
- ⌘ The IPC focal person is a builder and nurturer.
- ⌘ S/he should develop and sustain many coordinated activities that promote safety and quality of care for staff and patients.

IPC FOCAL Person



& The IPC focal person, will need to collaborate, influence, and work towards integration with a number of other programmes/services, perhaps even outside the facility.

IPC FOCAL Person



IPC FOCAL Person



& The IPC focal person should carry out **Audit and monitor progress** of facility for IPC plan

IPC FOCAL Person



& Develop and support implementation of IPC activities including necessary resources and infrastructure at the facility.

IPC FOCAL Person



& The IPC focal person, should
Create and sustain IPC
workforce through training

COMMUNICATION IN IPC



- Effective communication is another critical skill an IPC leader needs.
- Many situations in IPC require effective interpersonal communication.

COMMUNICATION IN IPC



- ⌘ Communication involves thoughts and feelings, either explicit or implicit.
- ⌘ These emotions occur with (explicit) or without (implicit) the person's conscious awareness.
- ⌘ This includes non-verbal communication.

COMMUNICATION IN IPC



& Good communication allows people to speak and be listened to, ask questions, and express thoughts without interruption in an understandable manner.

FEEDBACK IN IPC



& The is need for feedback mechanism, to a certain the level of perform, progress and suggestions.

CONFLICT MANAGEMENT IN IPC



Another important skill for IPC leaders is knowing how to manage conflicts.

CONFLICT MANAGEMENT IN IPC



- & The introduction of new systemic change; such as a new guideline may bring about conflicts.
- & Conflict and tension naturally occur among co-workers and within organizations.

CONFLICT MANAGEMENT IN IPC



& Conflict in itself is not necessarily a negative thing.

CONFLICT MANAGEMENT IN IPC



& Conflict can be used to address or critique shortcomings of proposed interventions and their implementation.

CONFLICT MANAGEMENT IN IPC



As a leader you will have to manage and resolve conflicts in order to move forward productively.

CONFLICT MANAGEMENT IN IPC



& Often times, conflict can provide an opportunity to creatively solve a problem.

CONFLICT MANAGEMENT IN IPC



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Conclusion

NISLT IPC PRESENTATIONS
Do not Distribute

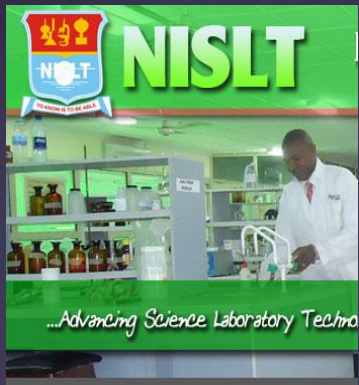
- Develop clear and concise messaging that is specific to your audience.
- Use the communication channels that are most likely to reach the right recipients.
- Remember, contexts shapes can affects the way others will interpret your words.

& REFERENCES

& World Health Organization 2016

& (<http://www.who.int>) .

NISLT IPC PRESENTATIONS
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