



ED PIP: Pilot and Implementation Phase

Work plan

Pilot and Implementation: Outcomes and Timing (1/2)



Operating System

- Weeks 1-2:**
 - Implementation or pilot of each idea underway
- Weeks 3-4:**
 - 'Just Do It' ideas fully implemented
 - Daily review and refinement of each pilot
- Weeks 5-6:**
 - Changes having impact on metrics

Performance Management

- Weeks 1-2:**
 - Daily tracking of pilot results to enable design refinements
- Weeks 3-4:**
 - Visual management used to track and discuss unit performance
- Weeks 5-6:**
 - Unit performance reviews happening daily
 - Results from pilot assessed
 - Process for tracking performance of each new process in place

Culture & Capabilities

- Weeks 1-2:**
 - Team learning check in
 - Functional learning
- Weeks 3-4:**
 - Stakeholder map reviewed, acted upon to ensure support
 - Skills learning
- Weeks 5-6:**
 - Functional learning

Communications

- Weeks 1-2:**
 - Unit update
 - Share early results with sponsors
- Weeks 3-4:**
 - Early results communicated across units
- Weeks 5-6:**
 - Prepare Steer Co Mtng
 - Unit open house

Team Management

- Weeks 1-2:**
 - Team problem solving
- Weeks 3-4:**
 - Team problem solving
- Weeks 5-6:**
 - Team problem solving
 - Involve staff from units that will be involved in rollout

There are items listed as "skills or functional learning". This refers mainly to the focused training for information and tools found within this toolkit.

Pilot and Implementation: Outcomes and Timing (2/2)



	Weeks 7-8	Weeks 9-10
Operating System	<ul style="list-style-type: none"> • Pilots in place and demonstrating impact on core metrics • Draft sustainability plan for each new process 	<ul style="list-style-type: none"> • Decision on which ideas to adopt as 'new way of working' • New processes documented and staff trained on proper use • Sustainability plan created
Performance Management	<ul style="list-style-type: none"> • Each metric has owner within the unit and is reviewed daily • Senior leaders trained on performance tracking and results discussion 	<ul style="list-style-type: none"> • New processes built into standard way of working (e.g., roles, SOPs)
Culture & Capabilities	<ul style="list-style-type: none"> • Skills learning 	<ul style="list-style-type: none"> • Training on new processes for staff and physicians involved • Functional learning
Communications	<ul style="list-style-type: none"> • Steering Committee Mtng • Hospital wide update • Unit update 	<ul style="list-style-type: none"> • Unit celebration • Draft Rollout plan discussed with units involved
Team Management	<ul style="list-style-type: none"> • Team event • Draft resources required to make new processes sustainable & scalable 	<ul style="list-style-type: none"> • Control & rollout work plan created – leads for each section • Resources required for rollout in place (e.g., materials, training, staff)