



PHYSICIAN PRACTICE
IMPROVEMENT PROGRAM

Action Plan Template

Identify up to three opportunities for improvement that would be beneficial to you or your group.

| | Goal |
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| 1. What is the opportunity or gap? | I, Sebastian Straube, supervise University of Alberta residents in Occupational Medicine (a residency program that will soon transition to Competency by Design (CBD)) as well as residents in Core Internal Medicine (a residency program that has transitioned to CBD). I determined that I need to develop skills in coaching residents, which is of key importance to CBD. |
| 2. Who will lead the change? | I, Sebastian Straube, will lead the change. |
| 3. Who will help implement the change and how will they need help? | I, Sebastian Straube, will implement the change. I will discuss this with a colleague. |
| 4. How will you identify the root causes of the issue? | Through learning about CBD, reflection, and review of evaluation data from residents |
| 5. Considering root causes, what is a potential intervention which may be tested to improve the challenge you are facing? | Learn more about coaching, including through a formal program |
| 6. What resources are needed? | Access to materials about coaching, including a formal program; time |
| 7. What is the timeline? | 2021-2022 |
| 8. What barriers may compromise success? | Lack of time; lack of informative evaluation data |
| 9. What strategies will you employ to mitigate the barriers identified? | Make time to learn about coaching; pool evaluation data to have a meaningful sample |
| 10. How will achieving the goal be identified or measured? | Reflection about my coaching abilities and success; review of evaluation data |
| 11. What strategies will you employ to evaluate and sustain the change? | Review of evaluation data, continue to practice and learn about coaching |

Facilitation: I discussed about this project and my evaluation data with a colleague, Dr. [REDACTED]