

# What Does it Take to be a Champion? Transforming and Empowering the Unit-Based Skin Care Champion Role.

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# What Does it Take to be a Champion? Transforming and Empowering the Unit-Based Skin Care Champion Role

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## Background

- Evidence supports the use of unit-based champion roles, which can:
    - facilitate change
    - support best practice
    - promote patient quality and safety
  - LVHN utilized the unit – based champion role to impact skin integrity, including pressure injuries.
- Problem:** As time progressed, the role lacked clear responsibilities and accountability.
- Opportunities:** Redefine the unit-based skin champion role, and engage leadership's support to empower these clinicians.

### HOW TO BUILD A SKIN CARE CHAMPION

- IDENTIFY a clinical expert to coordinate the program
- DEFINE the role
- DEVELOP role description and expectations
- COLLABORATE with organizational leadership for role support
- DESIGNATE a champion for each acute-care unit
- ESTABLISH monthly champion meetings
- ENGAGE the champion
- PROMOTE successes and role accountability

## Role Transformation

### Leadership

#### Advocate

- Promote organizational "buy-in"
- Generate project interest

#### Facilitator

- Develop the role

#### Educator

- Create & deliver resources
- Appraise outcomes

#### Coach

- Foster role
- Uphold accountability

### Role Identity

**Accept** personal ownership of role obligations

**Gain** recognition by peers for role commitment

**Promote** bedside innovation

### Role Responsibilities

**Enter** a contractual agreement with leadership - 4 hours allotted monthly for champion role obligations

**Attend** monthly Skin Care Champion workshops and periodic hands-on skills retreats

**Perform** monthly skin audits

**Participate** in skin care performance improvement (PI) projects

**Promote** best skin care practices at the bedside

## Lessons Learned

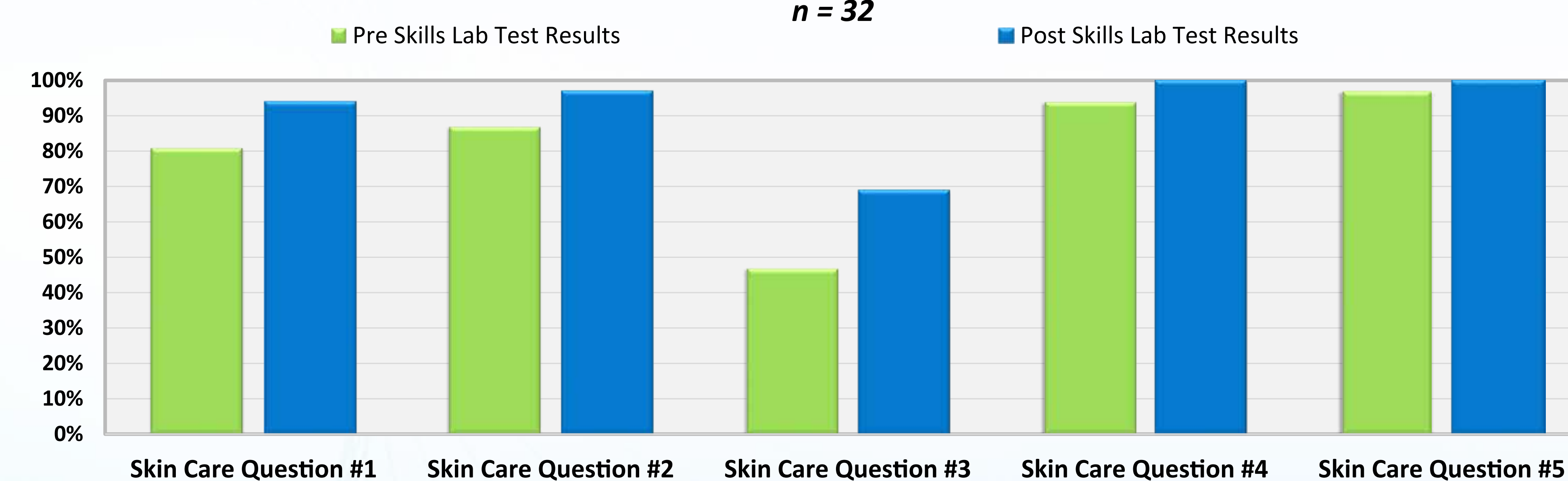
- Competing unit priorities may impact the Skin Care Champion's devotion of time to role obligations.
- Employee attrition impacts the Skin Care Champion role.
- Unit-based patient population influences project PI outcomes.

## References

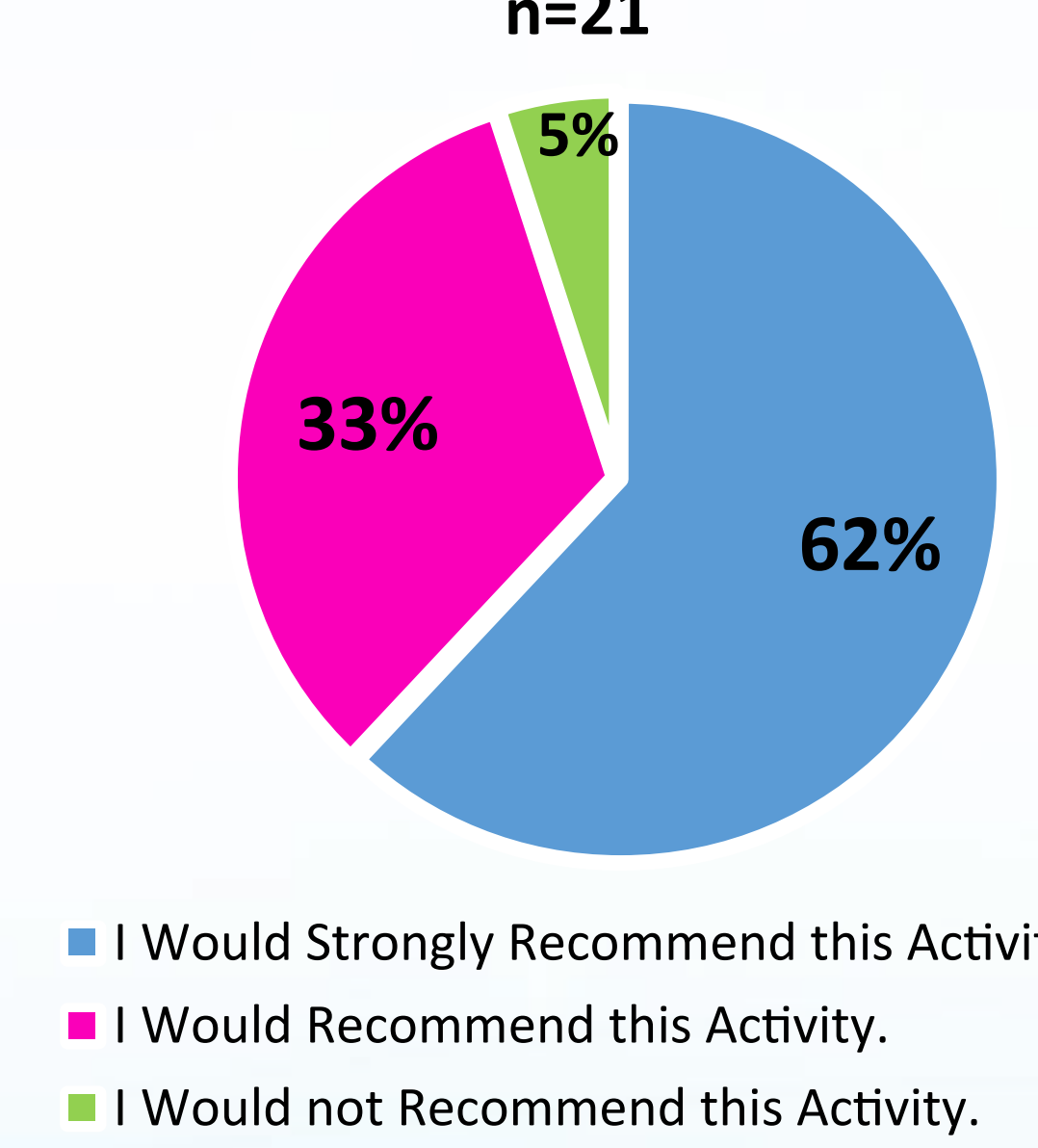
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## Outcomes - Skin Care Retreat

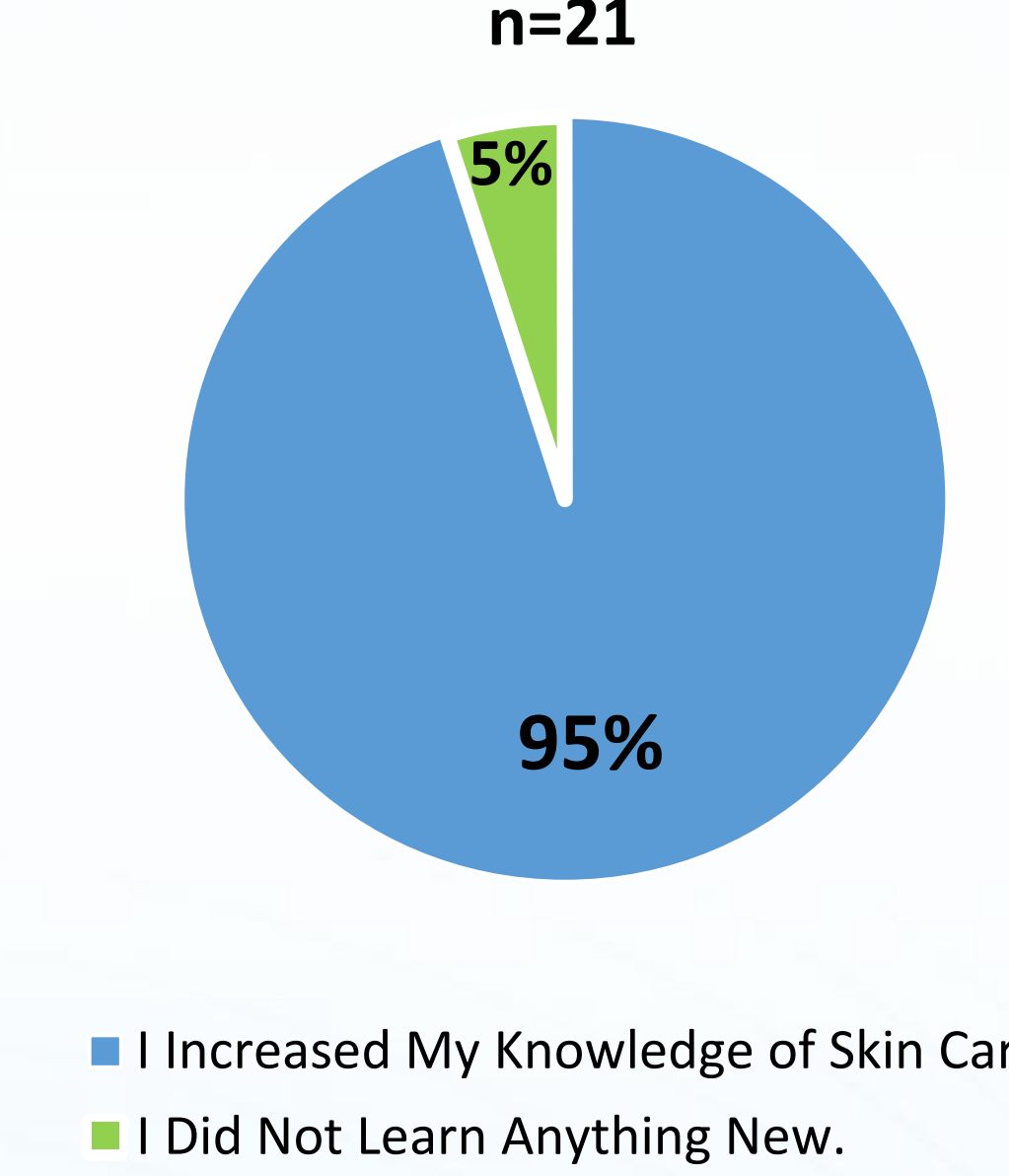
### Skin Care Retreat Pre and Post Test Measures



### Retreat Attendance Satisfaction



### New Knowledge Attainment



## Performance Improvement Project

### Pre-intervention:

- Audit on the utilization of assistive lift technology for at-risk patients

### Interventions:

- Identified patients who would benefit from assistive lift technology to decrease shear and friction skin forces
- Discouraged manual patient handling techniques

### Post-intervention:

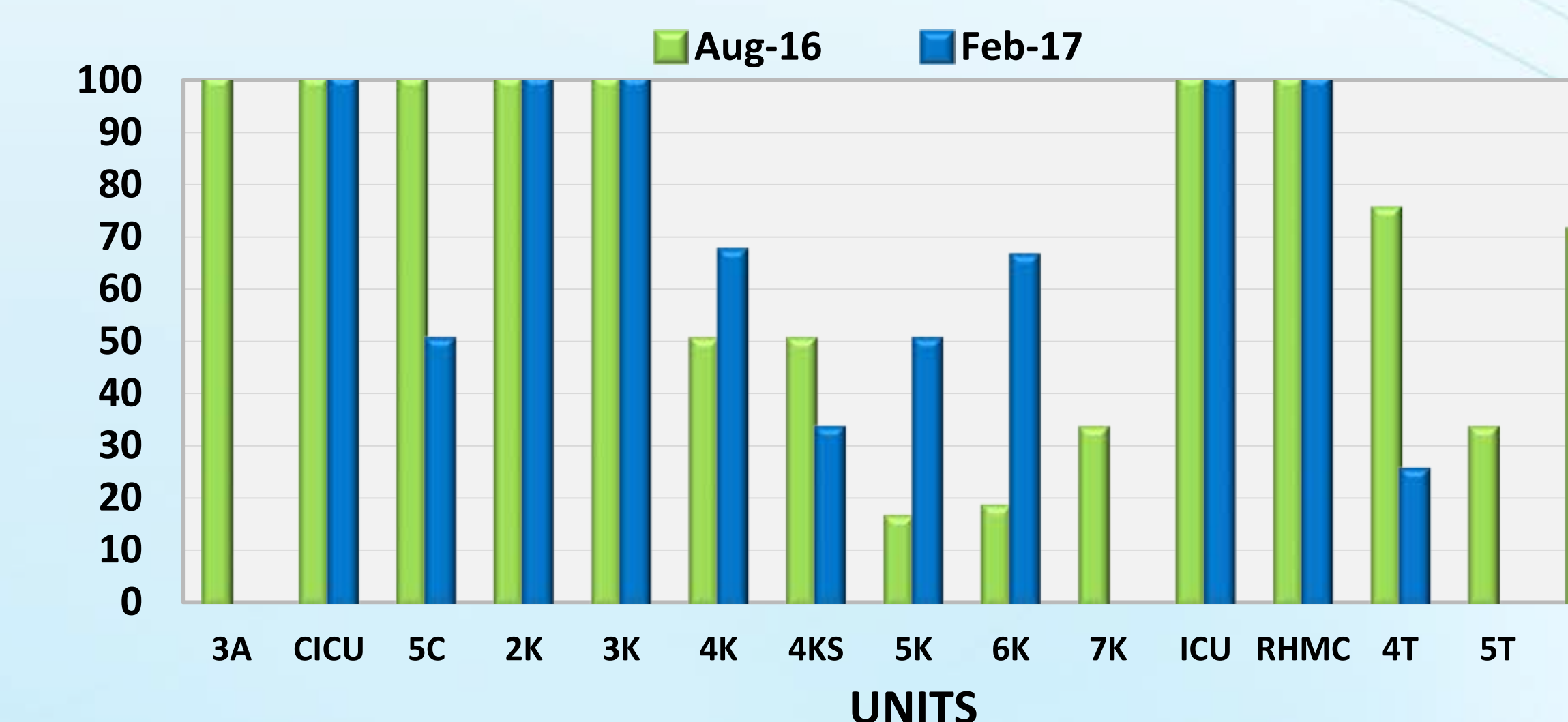
- Audit repeated following network education on skin care and safe patient handling

### Results:

- Five of the 15 units demonstrated a 100% sustained compliance in utilizing lift technology for at-risk patients
- Four of the 10 remaining units demonstrated an improvement in utilizing lift technology for at-risk patients

### "LIFT DON'T DRAG"

Lift Technology Compliance



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