

# Solent QI Leaders

## 1. Introduction

Solent NHS Trust launched a Quality Improvement (QI) training programme in July 2016. The programme provides skills training and facilitated project delivery, through the **Foundation QI** and **Practitioner QI** course. As a result of this, we identified that staff would benefit from further development so that they could support QI in their own clinical areas.

Sarah Williams, Associate Director  
Academy of Research and Improvement

[@SarahwResearch](#)

[sarah.williams@solent.nhs.uk](mailto:sarah.williams@solent.nhs.uk)

Carl Adams, Engagement Lead  
Academy of Research and Improvement

[@CJadams80](#)

[carl.adams@solent.nhs.uk](mailto:carl.adams@solent.nhs.uk)

## 2. Aim

To create a network of 'QI Leaders' from within the Solent NHS Trust, in order to lead effective quality improvement projects across services, systems and organisations by September 2019.



Jo Johnson and Corinna Bishop, QI Leaders Cohort 1

## 3. Method

We recruited **eight** Solent NHS Trust staff to the first cohort of QI Leaders, and delivered four training days. Participants were also given the chance to explore peer-to-peer learning, networking, and the opportunity to share at the Academy of Research and Improvement 2019 Conference.



QI Leaders Cohort 1

## 4. Outcomes

Staff from the QI Leader programme reported:

Group diversity = positive learning and confidence

Empowered to work with others

Patient and community engagement is now a key focus

Able to support others with QI

“It's been such a positive experience. I had a lightbulb moment around the importance of coaching... now I've changed the quality of my conversations.”

Dan Meron, QI Leader 2019

## 5. Lessons learned

Providing a bespoke QI leadership and coaching programme promotes...

- a culture of QI across the trust,
- learning, sharing and working across boundaries,
- an enthusiasm and energy for implementing QI,
- QI knowledge, confidence and skills in leaders
- the development of QI Leaders as a result of mentoring from QI experts.

**Tips:** Be flexible and go with the needs of the group and projected time for peer support is immensely valuable.

“Through conversations with patients we've been able to make real changes that have had a huge impact across the service.”

Emma McLoughlin, QI Leader 2019

## 6. Next steps...

To develop a QI Network for our QI leaders by March 2020

To recruit to the next cohort - October 2019