GERIATRIC PRACTICE LEADERSHIP INSTITUTE (GPLI)

WE HAIL
Workforce Enhancement in Healthy Aging and Independent Living

2016-2017 Application Packet
April 1, 2016

Dear Geriatric Practice Leader,

We are very excited to offer this first year of the Geriatric Practice Leadership Institute!

This institute is a collaboration between Texas Christian University, the University of North Texas Health Science Center, United Way’s Area Agency on Aging, and JPS Health Network to meet the challenges of an aging population and emerging health care environments. This dynamic program develops transformational champions in geriatrics who can create and implement innovative solutions for broad impact in their organizations and communities. Participants will have the opportunity to develop relationships with other professionals dedicated to geriatrics, and with a group of exceptional faculty and mentors with years of experience in geriatric healthcare and leadership. We are confident that each individual/team and their organizations and communities will benefit from this institute as we forge new directions to help older adults live healthier lives.

We invite you to be part of the Geriatric Practice Leadership Institute Inaugural class of 2016-2017.

We are reaching out to healthcare and community organizations that can benefit from this unique opportunity to identify a team of between 3 and 5 members. Applicants should be emerging leaders in their organization or community, and positioned to cultivate a team approach to improving health care for older adults. Teams collaboratively will develop a project over the course of the institute, as members apply their newly acquired skills and knowledge.

Enclosed is a description of the program and application process. The online application form includes a section for individuals to complete, and another section for teams to complete. An informational webinar is scheduled for May 6, 2016 to provide additional details, and will be available online until June 1, 2016.

More can be found on our website: https://www.unthsc.edu/gpli

The fees for this program year (2016-2017) have been waived through support from the Health Services and Resources Administration (Grant number: U1QHP28735). Continuing education credits will be available pending the submission and approval.

We hope you’ll share this information and help develop leaders in your organization and better care for older adults. Interested applicants should apply as a team, with support from an organization or community sponsor, and submit the application form online by June 1, 2016.

Please feel free to contact us if you need any more information.

Thank you,

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DSWOP Endowed Chair & Professor  
Center for Geriatrics/Institute for Healthy Aging  
UNT Health Science Center

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Associate Professor of Professional Practice  
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The Geriatric Practice Leadership Institute (GPLI) is a program supported by WE HAIL, in collaboration with:
Geriatric Practice Leadership Institute (GPLI)

APPLICATION PACKET

Institute Purpose
To prepare a team or individual practitioners from various healthcare sites to serve as leaders in their organizations to foster geriatric evidence-based practices to improve outcomes for older adults. Interprofessional participant teams will be empowered with tools, skills, and experiences as they work together on site-specific quality improvement projects throughout the ten month institute.

Institute Goals
- Learn About Oneself As A Leader
- Building A Successful Team And Team Leadership
- Application Of Team Based Project To Improve Quality Geriatrics Care

Institute Overview
What is GPLI?
The Geriatric Practice Leadership Institute (GPLI) is designed for but not limited to healthcare professionals. The participants will learn about concepts needed to effectively work in and take leadership roles in the emerging health care environments for older adults in primary care. The GPLI will inspire and promote interprofessional team-based projects that will be designed to assist in the real-world application of their newly acquired skills and knowledge. These projects will involve team members learning about, from and with each other, how to come together and effectively function as a team, envision and create meaningful interventions designed to improve quality geriatrics care and patient safety, reduce costs, and implement interventions in the emerging value-based healthcare systems.

Five Domains of the GPLI Program:
- Leading Self
- Leading Teams
- Leading Organizational Change
- Population Health Science
- Aging Network and Healthcare Delivery for Older Adults
Curriculum

The curriculum for each of these areas will be developed with the aim of enhancing each participant’s understanding of personal leadership skills and how to create and participate in effective interprofessional teams that provide value-based, patient-focused care to older adults in developing primary healthcare systems.

Each participant will receive a GPLI Certificate of Participation from TCU’s Neeley School of Business and UNTHSC upon successful completion of the Institute. This Institute is designed to meet the demands of practicing health professionals who want and need assistance in the implementation science of geriatrics primary care. The GPLI provides the framework to support and enable the participant’s professional development as a leader and team member for continuously improving geriatrics care in the primary care setting. The content and sequence will be adjusted based on the learning needs of the GPLI participants, the priorities for the organizations where they work, and discussions with the GPLI team. This approach will maximize the opportunity for the team members to apply their newly obtained knowledge, attitudes and skills to a real-world experience.

GPLI Cohort

Each GPLI cohort will be comprised of 6-8 teams of 3-5 participants, for a total of 25 interested health care professionals. These healthcare professionals should apply and will be selected as teams. This competitive method of selection will be beneficial for everyone as they determine a project together, and apply the project and skills to their organization or community.

Time Commitment

This is a 10 month institute where each individual is expected to participate in 4 weekend sessions, restricted to Fridays and Saturdays, along with a final celebration session. Teams will also meet with faculty mentor(s) in-person and/or virtually. All sessions will be held at the Texas Christian University (TCU) campus. Details will follow with acceptance letters.

Faculty Mentors

Faculty mentors provide years of experience from various organizations. These mentors represent Texas Christian University, University of North Texas Health Science Center, JPS Health Network, United Way’s Area Agency on Aging, and Texas Health Resources.
Benefits

- Develop a strong leadership team along with leadership knowledge and skills
- Ability for your organization to align with CMS goals for improving health for older adults
- Assist an organization for a rising aging population
- Receive an opportunity to learn through dialogue and project development in addition to more traditional instructive teaching
- Expand leaders roles and responsibilities for greater impact in the organization and community at large
- Allows members to bring new ideas and answers to colleagues and staff
- Receive quality training from highly respected professional practitioners and from the collaboration between two universities well known for geriatric healthcare and leadership
- Learn how each individual leadership style impacts others as well as their organization through highly interactive discussions and feedback
- Receive personal assessment and individual development
- Learn about innovative solutions to real life application and provide support for its sustainability
- Build relationships with respected healthcare leaders
- Obtain an enhanced appreciation of geriatric patient health needs to deliver improved care and service to this population
- Receive access to resources, guided by experts to assist with steps along the way

GPLI recognizes the busy schedules of each individual and designed the curriculum to make it as efficient as possible.

Continuing education credits will be available pending the submission and approval.

Project Details

Each team will work on a quality improvement project throughout the 10 month institute. United Way’s Area Agency on Aging of Tarrant County conducted a community needs assessment to identify health care priorities for older adults. The results are the five areas identified are below. The team’s quality improvement project must focus on at least one of these areas:
# Institute Dates – September 2016 to June 2017

## Learning Schedule

<table>
<thead>
<tr>
<th>Session</th>
<th>Date</th>
<th>Time</th>
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<tbody>
<tr>
<td><strong>Session 1: Leading Self</strong></td>
<td>Friday, September 23, 2016</td>
<td>9am-4pm</td>
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<td>Saturday, September 24, 2016</td>
<td>9am-4pm</td>
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<td><strong>Session 2: Leading Teams</strong></td>
<td>Friday, October 14, 2016</td>
<td>4pm-8pm</td>
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<td>Saturday, October 15, 2016</td>
<td>9am-4pm</td>
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<tr>
<td><strong>Session 3: Leading Change</strong></td>
<td>Friday, November 11, 2016</td>
<td>4pm-8pm</td>
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<td>Saturday, November 12, 2016</td>
<td>9am-4pm</td>
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<td><strong>Follow Up</strong></td>
<td>Tentatively – Friday, May 5, 2017</td>
<td>9am-4pm</td>
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<td><strong>Final Presentation</strong></td>
<td>Tentatively – Friday, June 16, 2017</td>
<td>9am-12pm</td>
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Coach/Mentor onsite and/or virtual consultations will be held in November/December, January/February, and March/April.

Length of each mentor sessions and location is to be decided mutually between the team and coaches/mentors.

### Training Sites

All sessions will be held at the TCU Campus.
Eligibility

Individual Requirements:
- Minimum of 2 years’ experience in healthcare working with a large clientele of geriatric individuals
- Identified as leaders, either formal or informal, in their organization or community
- In good standing with their organization, and willing to sign a GPLI agreement
- Individual resume/CV
- Complete individual application (1 page).

Team Requirements:
- Complete team application (1 page). Please remember that a team must consist of at least 3 and no more than 5 people.
- Each team must come up with a proposed project to complete. These projects will involve team members learning about, from and with each other, how to come together and effectively function as a team, envision and create meaningful interventions designed to improve quality geriatrics care and patient safety, reduce costs, and implement interventions in the emerging value-based healthcare systems. These projects will be discussed and developed further during the institute learning sessions.

Organization Commitment:
- One Letter of Reference from the organization or community sponsor supporting the team participation. This letter should include support for all individuals in the team and why they were chosen.
- Complete organization or community sponsor application (1 page).
- Release time to attend the institute workshops, team meetings with the mentor, time necessary to complete team project.
- Provide support for the team project development and implementation.
- Ensure that the geriatric team project chosen has the potential for successful implementation.

Submission Deadline
- Due by 6/1/16
- Complete and submit application online
- LINK TO APPLICATION
Fees

GPLI's fees include:

- 4 Weekend Sessions Plus Final Celebration
- Course Materials
- Faculty/Mentor Time
- Site Expenses
- Meals During Each Session

The total cost is $2,200 per person. Fees are waived for the 2016-2017 inaugural year.

Travel/lodging is not included

Continuing education credit will be available pending submission and approval.

More Information

For more information go to:
https://www.unthsc.edu/gpli

Contact:

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