

**EUROPEAN HEALTH
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**ABSTRACT
BOOK**

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EHMA
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**BUDAPEST
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Healthcare Innovation Scoreboard (HIS). A tool to manage innovation potential in Primary Care Teams.

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Background

Innovation is inherent to Health services, endlessly shifting diagnose methods, treatments and strategies. Health professionals are to be aware of them and face challenges to change. Creativity, resilience, empathy or initiative are values needed for nurses and doctors to adapt such innovation proposals. Managers, even when knowledgeable of their organizations, don't know the precise innovation potential of their professionals. To ascertain people's limitations but also abilities and preferences to foster innovation is essential. On that knowledge you can develop efficiently efforts and strategies for innovation.

Methodology

The Healthcare Innovation Scoreboard (HIS) consists on a self-administered structured questionnaire delivered to every professional in a health organization, that allows to quantify innovation potential for every professional and for the organization itself. According to the answers obtained is possible:

To provide an individual and confidential feedback to every professional, allowing them to know their potential and facilitating proposals to improve it.

To provide organization a quantitative report, description and detailed analysis on the innovation working group. This report may specify multiple variables. Attached to it, the organization may receive a list of proposals to improve innovation potential.

In order to develop the Healthcare Innovation Scoreboard, we conducted a research on publications and case studies on organizational success on innovation. According to characteristics identified we proposed a model inclusive of all knowledge, abilities and attitudes that were to be integrated together with clinical knowledge to develop innovation.

The proposed scoreboard was validated together with a group of health professionals, experts in innovation, through a consensus process and a Real Time Delphi methodology on web. Thus, specific topics were selected and pondered for the final version.

Results

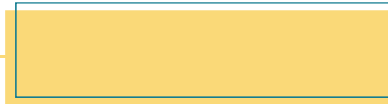
The model will be applied in two Primary care teams during the month of April 2018. The results from both the individuals' evaluation and organization will be assessed by the participants.

Immediately after receiving the results, participants will be asked to consider to which extent they agreed with evaluation report. Managers will be asked through focal group session to do so for the organization evaluation' provided results.

These results will be available to be presented at communication in June 2018)

Discussion

HIS is a tool that may be used by any organization that shows to be helpful for the managers in PCT to focus efforts in innovation in specific areas or with specific working groups. Simultaneously, professionals may, on one hand, understand which are their abilities for the different values in innovation culture and, on the other hand, focus their efforts on improving the less developed abilities.



The graphic features a light blue background on the left and a solid teal background on the right. A series of thin, curved lines in yellow and teal sweep across the top left. The text 'EHMA' is in large, bold, black capital letters. Below it, 'Annual Conference' is in a smaller, regular black font, followed by '2018' in a large, bold, black font. At the bottom, 'MAKING IT HAPPEN' is in large, bold, black capital letters.

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