

Plan-Do-Act-Cycle (PDCA) Cycle: When to adapt/adopt/abandon your change ideas?

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Learning Objectives: You will learn about...

- Understand the importance of reiterative learning as the underlying concept for the PDSA cycle
- Learn about the need to adapt/adopt/abandon when testing out changes
- Rethink your recent change ideas in terms of adapt/adopt/abandon

“Big problems call for big solutions. But if you seek out a solution that’s as complex as the problem, nothing will change.”

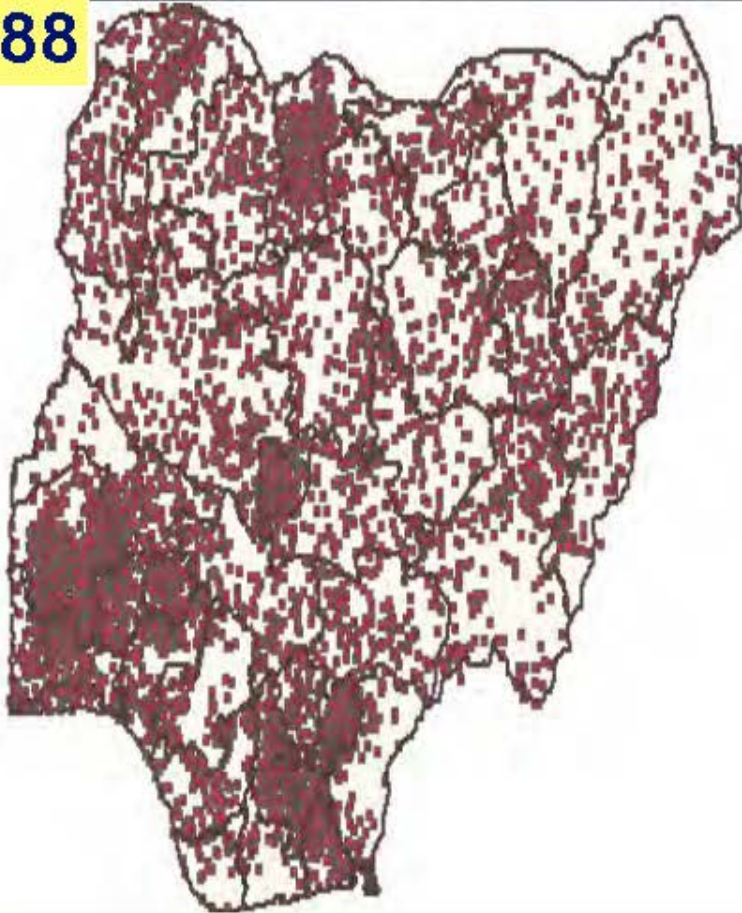
Search for vital behaviors

- In 1986 - estimated 3.5 million cases of Guinea worm disease in 20 countries in Africa and Asia
- Best practice - focus on worm-free villages; filtered water thru their skirts alerting others about infections
- Guinea worm might be the first parasitic disease ever eradicated, without a drug or a vaccine; in 2009 - 3,190 cases remaining in Sudan, Ghana, Mali, and Ethiopia



Nigeria Guinea Worm Eradication Program

1988



653,620 GUINEA WORM DISEASE CASES: 1988

2006



15 GUINEA WORM DISEASE CASES: Dec. 2006

Guinea Worm Takes a Step Closer To Eradication, Jimmy Carter Says

The guinea worm is a spaghetti-thin parasite that has proved notoriously hard to eradicate around the world. Now former President Jimmy Carter, who has led a 25-year campaign against guinea worm disease, is reporting progress in the effort to make it only the second human disease to be eradicated, after smallpox.

Mr. Carter gave awards to two nations, Nigeria and Niger, that once had the worst caseloads but now have no worms. (A former patient in Nigeria is pictured above.) Their success in halting "this ancient and horrible affliction," he said, "provides yet another vivid reminder of how people in even the most marginalized circumstances can thrive when given the tools and knowledge to help themselves."

Now only three countries — Sudan, Mali and Ethiopia — still have cases, and fewer than 1,800

cases were reported in the world in 2010. More than 90 percent were in southern Sudan, where they went undetected for years.

The microscopic worm larva thrives in tiny organisms that live in pond water. When a human drinks the infested water, the larvae break out, migrate toward the skin, grow to a yard long and then escape by exuding a bubble of acid that painfully bursts the skin, forcing the person to cool it in water — into which the worm injects larvae, restarting the cycle.

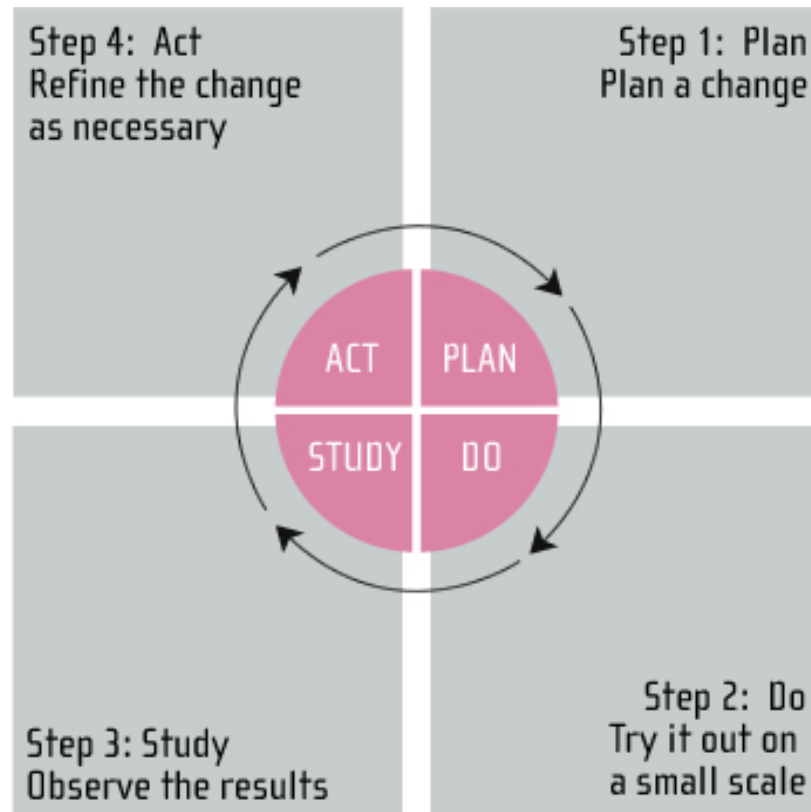
An undeclared "race" has been going on for a decade between polio and guinea worm fighters. Both have suffered setbacks. The battle against polio has cost \$9 billion, while that against guinea worm has cost only \$300 million. But polio requires vaccination of millions of children, while guinea worm is fought with water filters and larvicides.

Key Question:

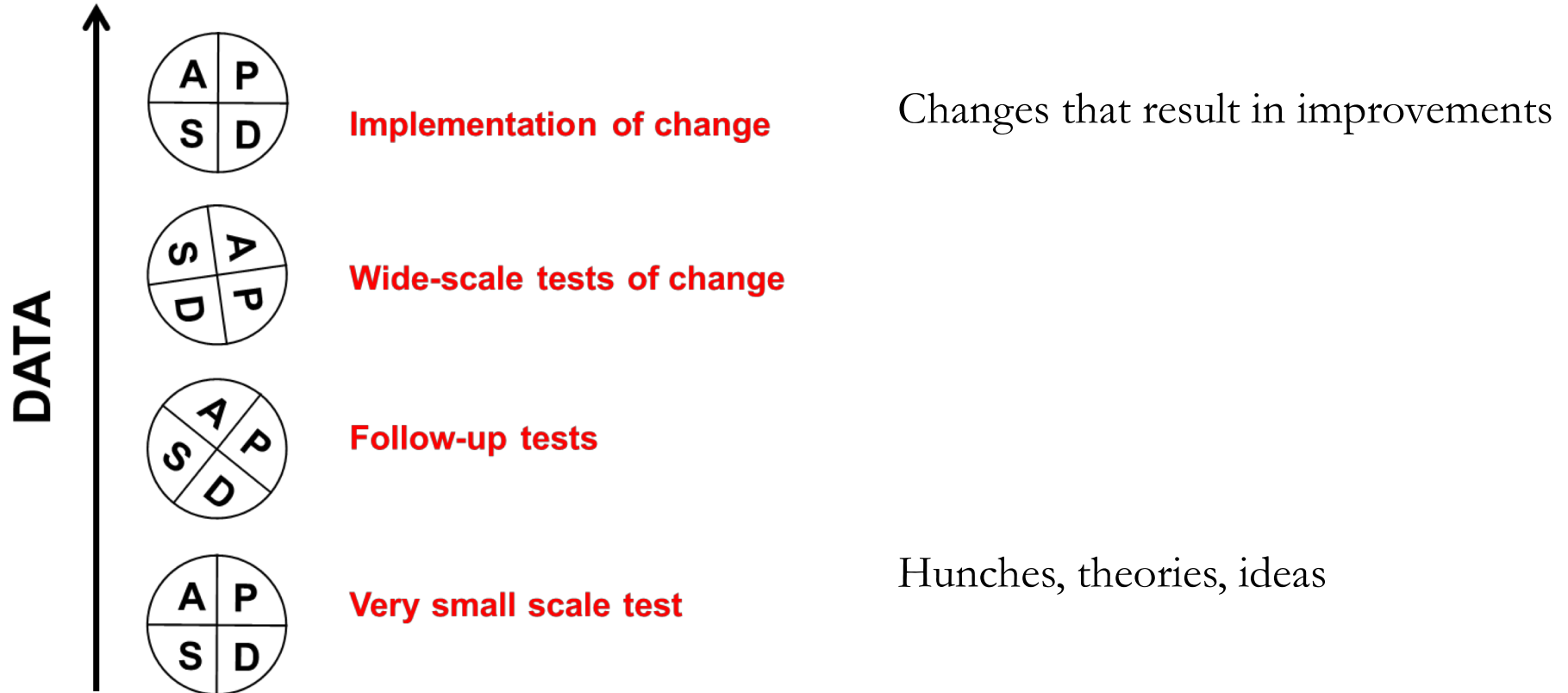
How can we accelerate change
and improvements?



The PDSA Cycle for Learning and Improvement



PDSA in Action: How it Works

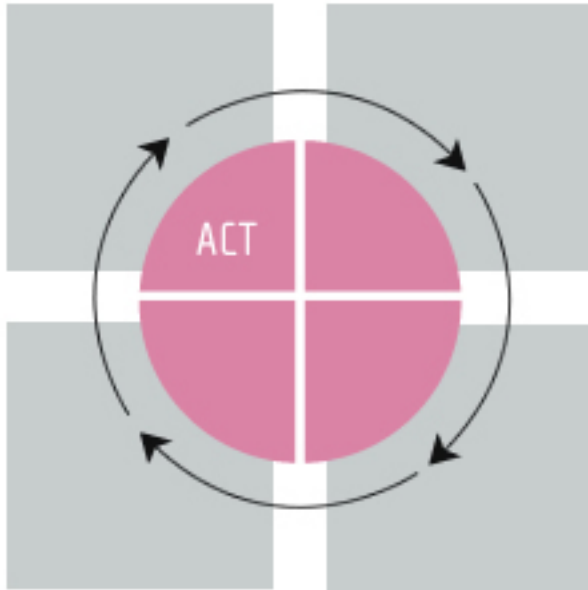


Build Each Cycle on Its Predecessor

“The shorter the timeframes between test cycles, the more tests can be conducted and therefore, more opportunities for learning will emerge.”

HIVQUAL Workbook

Act



1. Adjustments

- Changes to previous test?
- What adjustments?
- Expand last cycle?

2. New cycles

- What are you planning?
- What are you going to test?

Considerations for When to Adapt, Adopt, Abandon

Act: What Do These Options Mean to You?

- Adapt
- Adopt
- Abandon

When to Adapt?

- You have evidence that your change strategy could get you the results you want; tweak your strategy based on your testing and try again
- You have:
 - done at least 1 full PDSA
 - developed a hypothesis
 - measured something
- The results of your test (data) suggest that your hypothesis was correct or that, with adjustments, you will get there
- Consider this as your default option
- You should adapt a change strategy and re-test unless there is clear indication that it will not work

When to Adopt?

- It worked! You got the results you want! Hard-wire it into your program and consider spreading it to the rest of your program or beyond your organization
- You have:
 - Done several PDSA cycles
 - Developed and proven at least 1 hypothesis
 - Data and information showing your tests were successful
- You have prototyped and perfected your change
- It is “obvious” to your team that this “new thing” or “strategy” should become a routine part of your program
- You want to tell the whole world what you have discovered

When to Abandon?

- After multiple tests, accept that your change strategy was not successful; quit testing it! Move on to a new change idea
- You have:
 - Developed and tested a hypothesis
 - Adapted your change strategy several times
 - Collected data that tell you it is not working
- May be a change strategy you were sure would work
- May be emotional investment in the change
- Avoid seeing it as “failure.” Why do you want to do something that clearly does not work / have the intended effect?
- Be thankful you will no longer waste time, energy, resources on trying it

Act: a New Screening Tool (Scenario 1)

- *Objective:* how can we screen patients for issues that might affect their ability to adhere to their medication regimen?
- *Prediction:* adding a screening tool will add time to the client visit, but we can keep this to a minimum
- *Steps:* Joanne and Sally researched and identified possible tools that were reviewed by Sally and Dr. Smith. They selected one tool for Dr. Smith to use with at least three clients in the clinic on Thursday
- *Results:* of the three clients, only one client completed the tool
- *Next Steps:* Adapt, Adopt, Abandon?

Act: a New Screening Tool (Scenario 2)

- *Objective:* how can we screen patients for issues that might affect their ability to adhere to their medication regimen?
- *Prediction:* adding a screening tool will add time to the client visit, but we can keep this to a minimum
- *Steps:* The tool was shortened to allow the completion by clients
- *Results:* The tool was tested on 60 clients; only 15 completed it as envisioned
- *Next Steps:* Adapt, Adopt, Abandon?

Plan: Exercise

- *Step 1:* Review your change ideas you are currently testing
- *Step 2:* Determine whether you want to *Adapt, Adopt, Abandon* them?
- *Step 3:* Report back on one example