

Ethical Leadership Improvement Plan Summary

The purpose of this summary is to provide a concise snapshot of a completed EL project. The summary can be used in planning and reporting to your IE council and VISN.

VISN Number and Facility Name	
IE VISN POC or Facility IE Program Officer	
Working Title	
Quarter/Year Initiated AND Quarter/Year Completed	
<p>Briefly summarize the EL improvement opportunity – i.e., what is the current vs. best or ideal practice in the EL area targeted for action. For example: “Leaders encourage others to raise ethical concerns, based on survey results showing XX% are afraid to raise ethical concerns. The ideal state is XX% and our current target state is XX%.”</p>	<p>Identified ethical leadership improvement opportunity-</p> <p>Current state-</p> <p>Ideal or target state-</p>

<p>Identify the group for which the improvement opportunity was identified or group that will be used to test the strategy (e.g., work unit, occupation, management level, clinical service or setting) and data justification for selection. For example: “Survey indicates admin staff were the least likely to raise an ethical concern, as their survey results were 20% compared to 40% or more for all other groups.”</p>	<p>Target area-</p> <p>Test area-</p>
<p>Describe your improvement goal(s) in one or two sentences that outline the broad and/or incremental improvement opportunity. For example: “Increase the percentage of admin staff who say they are willing to raise an ethical concern from 20% to 40% by 4th qtr. 20XX.” Describe the extent to which targeted staff participated in developing action plans.</p>	<p>Broad improvement goal-</p> <p>Incremental improvement goal-</p> <p>Staff Involvement-</p>
<p>Document the top identified cause(s) of the ethics quality gap that will be the focus for strategy selection.</p>	
<p>Describe the strategy and/or major components of the action plan for each identified top cause and the rationale for the interventions selected.</p>	<p>Strategy/major components of the action plan-</p> <p>Rationale-</p>
<p>For both single and multi-year projects, describe the results (or interim results), including measurable and/or qualitative evidence (from huddles, observations, interviews, etc.) of culture change and organizational learning.</p>	<p>Strategy implementation results-</p> <p>Broad improvement goal results-</p>

Describe barriers to success and/or newly identified opportunities for improvement (i.e., what worked well, what were the barriers and what did not work well).	
Describe next steps, including plans to sustain improvements.	

Revised 12/15/15