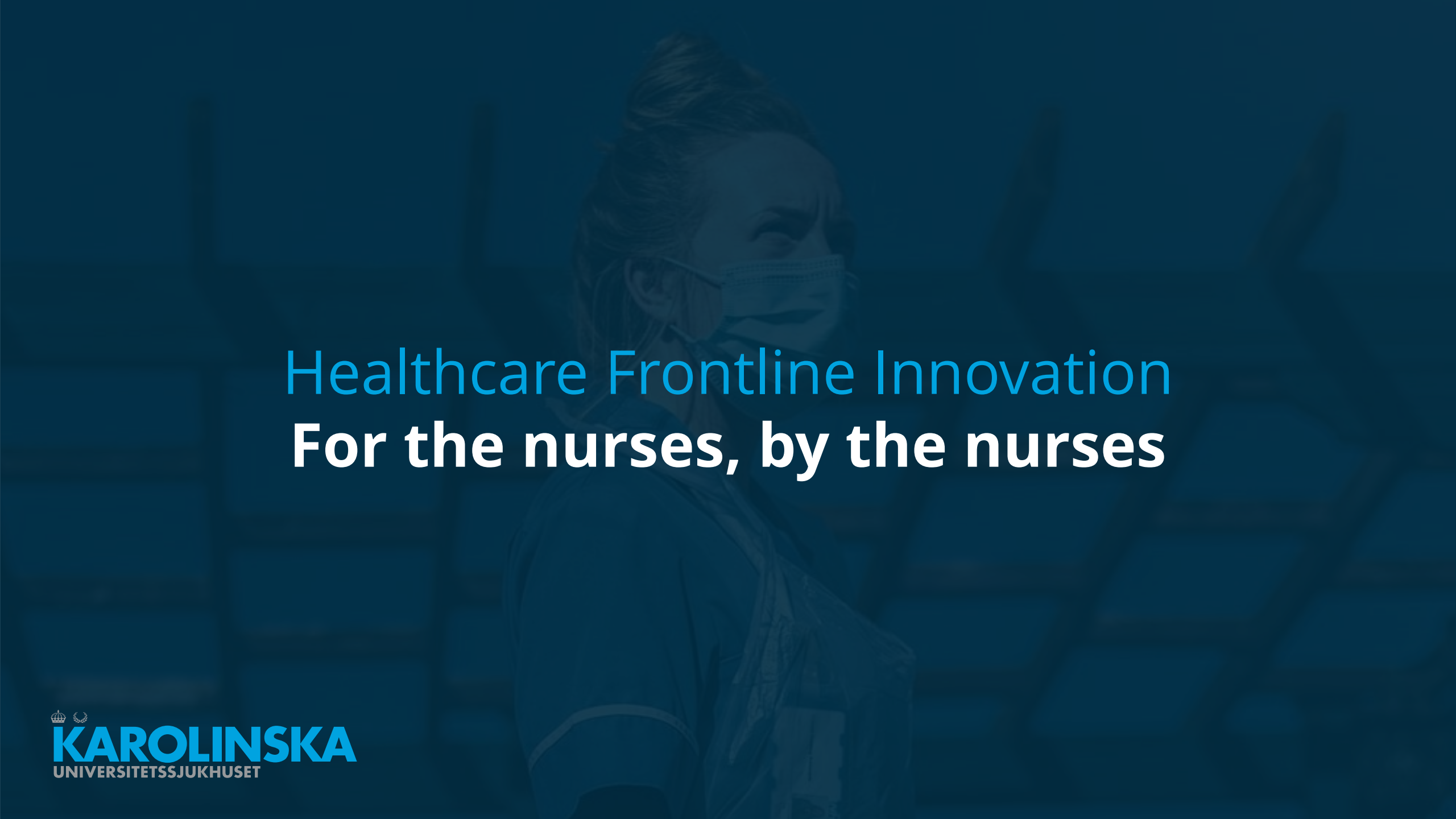

Healthcare Frontline Innovation

For the nurses, by the nurses

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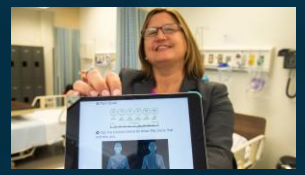
Nurses have through history been key in driving innovation in healthcare

Florence Nightingale (1850s):
Improving sanitation, nutrition and overall conditions during the Crimean war

Bessie Blount-Griffin (WWII):
Feeding tubes for war veterans

Sister Jean Ward (1958):
Phototerapy for neonatal jaundice

Alison Moed Paolercio (1980s):
Developing care for AIDS patients



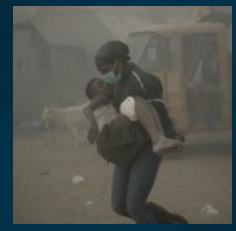
Rebecca Koszalinski (Today):
Speak for Myself for patients with limited speech

Elisabeth Kenny (1900s):
Muscle rehabilitation for polio patients

Elise Sorensen (1954):
Ostomy bags

Anita Dorr (1960s):
The crash cart

Fatu Kekula (2014):
Treatment of Ebola virus



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Nurses are, however, often excluded from systematic innovation in healthcare

"With the wide-spread nursing shortages, we can't allow any time away from patients"

"Nurses are often absent as partners in healthcare innovation initiatives"

"We shouldn't disturb the nurses and pull them away from patients"

"With the current financial constraints, we can't pour time and budget into innovation projects"

By strengthening nurses' role in innovation, we can address some of healthcare's toughest challenges

Financial pressure

Workforce shortages

Poor implementation of digital solutions

Increasing admin time

Patient safety at risk

Healthcare Frontline Innovation
For the nurses, by the nurses

We are strengthening healthcare by increasing nurse-led innovation

We utilize experience and ideas from those who work closest to the patients

We create solutions for healthcare based on real needs

We improve healthcare together as part of our daily work

We empower our co-workers and promote a sustainable work life

We utilize the industry's competence to develop healthcare

Healthcare Frontline Innovation
For the nurses, by the nurses

The Healthcare Frontline Innovation project is a collaboration between Karolinska University Hospital and external actors

KAROLINSKA UNIVERSITETSSJUKHUSET

Project owner

InnoReadi

Independent researcher and innovation coach

EY

Co-development partner

Sting · Karolinska Institutet Innovations AB · H2 Health Hub · Stockholm School of Economics · RISE · almi invest · DRIVHUSET

Incubators, life science companies and academia: contributors

Initial survey results indicate that frontline innovation can contribute to better care and increased retention

Nursing Managers were asked: Given that you and your staff get increased possibility to work with innovation and actively develop the care for your patients, to what extent do you think...

81%

Thinks that **wellbeing** among their staff would increase to a large or very large extent

70%

Thinks that **patient safety** will increase to a large or very large extent

47%

Average share of staff who has quit the past year that **would have stayed for at least 1 more year**

Innovation coaching and design workshops are used to support the start of the journey towards improving innovation readiness

InnoReadi

@PIMC: Model for innovation readiness

- ✓ Put Ideas on the **Agenda**
- ✓ Create a small Nurse **Team** to Lead the Change
- ✓ Define a Simple **Process** for Idea Management
- ✓ Define **Innovation**
- ✓ Define simple ways to **Measure** the Start of the Journey
- ✓ **Communicate** Clearly around Innovation

The Assessment Tool: Innovation Readiness Inventory

Innovative Readiness Inventory	Domain		Item	
	A	Culture and Mindset	1 Has Nurse Innovation been **Defined**?	How is Nurse Innovation Defined?
			2 Has a Nurse Innovation **Vision** been created?	What is the Nurse Innovation Vision?
			3 Has a Nurse Innovation **Strategy** been created?	What is the Nurse Innovation Strategy?
			4 Does **Executive Sponsorship** for Nuse Innovation exist?	Who is the Executive Sponsorship?
			5 Do **Mid-manager** nurses have specific Innovation Roles?	What are the roles of the Mid-managers?
			6 Do the Nurse leaders exhibit **Entrepreneurial Leadership**?	What are the areas for improvement?
			7 Do the Nurses exhibit **Innovative Work Behaviour**?	What are the areas of improvement?
	B	Idea Management	8 Has an **Idea Management Process** for nurses been implemented?	What Idea Management Software system is used?
			9 Has **Idea Management Roles** been given to specific nurses?	What Idea Management Roles have been given to specific nurses?
			10 Is **Idea Management** for nurses **Measured**?	How is Idea Management for nurses Measured?

Innovative Readiness Inventory	Domain		Item	
	C	Methodology	11 Has an **Innovation Methodology** been adopted by nurses?	Which nurses are targeted for innovation?
				What Innovation Space is available to nurses?
				What Innovation Resources are available to nurses?
				What Innovation Tools do nurses receive?
				What Innovation Skills do nurses have?
				What Innovation Roles are given to nurses?
			12 Are **Innovation Leadership Courses** offered to nurses?	What Leadership Courses are offered to nurses?
			13 Are **Innovation Skills Courses** offered to nurses?	What Innovation Skills Courses are offered to nurses?

For more information: Read the research article published at SAGE Open Nursing: The Development of the Innovation Readiness Inventory: An Assessment Tool to Assess Innovation Readiness of Nursing Organizations, https://doi.org/10.1177/23779608231202631

Healthcare Frontline Innovation
For the nurses, by the nurses

We are strengthening healthcare by increasing nurse-led innovation

Innovation Team established in the nursing organization

We…

Are a small team of nurses and assistant nurses

Are ambassadors for innovation

Find new ways of sharing ideas within and between wards

Develop a nurse-led idea management process

In parallel, the nursing organization is also working on…

Building a culture that promotes innovation within the nursing organization

Ways of working and collaboration between the nursing organization and the industry

KPIs for nurse-led innovation

Healthcare Frontline Innovation
For the nurses, by the nurses

We are strengthening healthcare by increasing nurse-led innovation

”Today, it is often difficult to find the **right way in** or the right person to talk to within the healthcare frontline, and often it happens **too late** in the idea journey.”

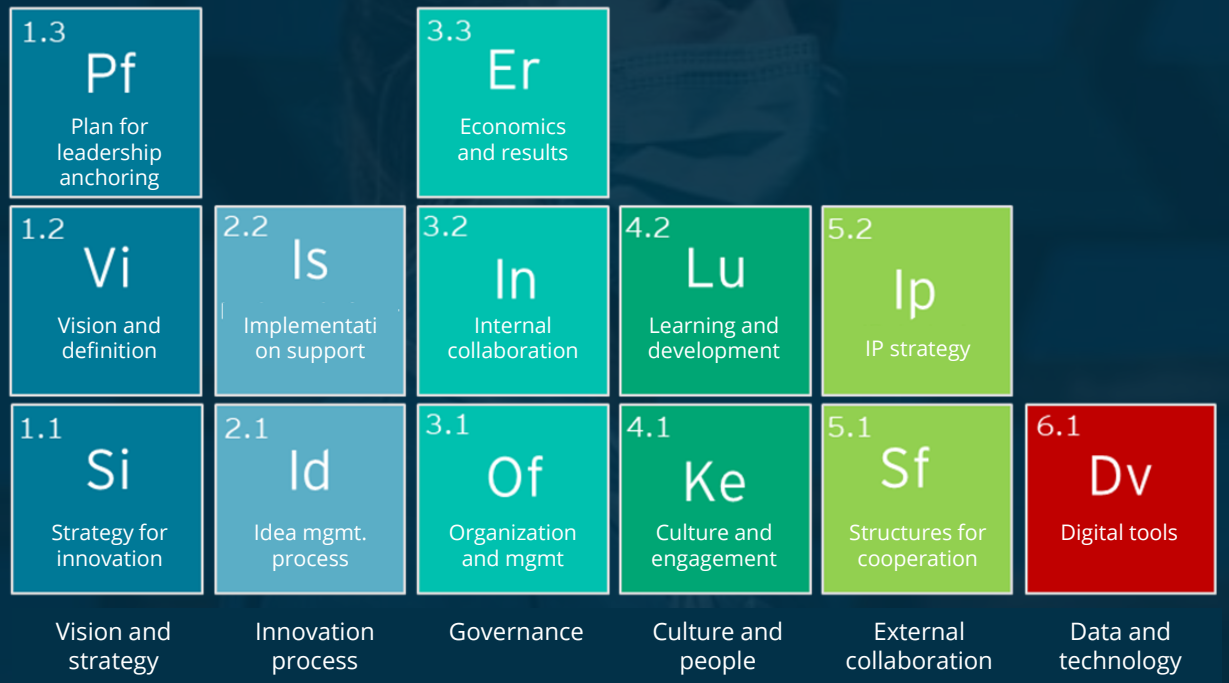
”There is a **clear need** for incubators and entrepreneurs to interact with frontline staff early on in the idea process”

”We need a **clear and direct point of contact** and create easy ways of meeting and collaborating”

”Frontline staff must be given **time, mandate and KPIs** to talk to incubators and entrepreneurs”

Healthcare Frontline Innovation
For the nurses, by the nurses

The foundation for the nurse-led innovation hub is an innovation activation framework and roadmap



Healthcare Frontline Innovation
For the nurses, by the nurses

Measuring the effect of the initiatives is crucial to achieve wide-spread change

Soft values

Employee experience

Hard values

Productivity

- Risks & errors
- Produced care days
- Retention
- Administrative time

Healthcare Frontline Innovation
For the nurses, by the nurses

What is needed to succeed?

1

Brave leadership

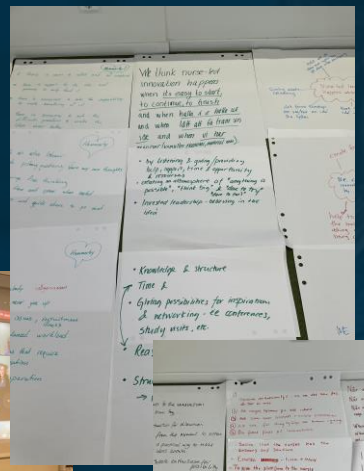
2

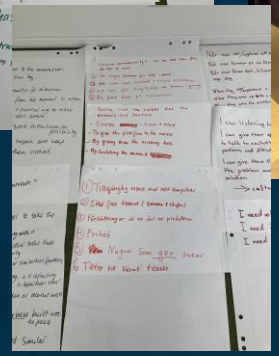
Put humans at the center

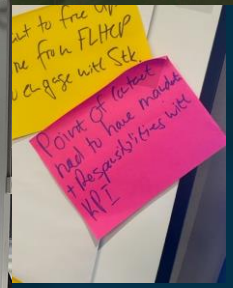
3

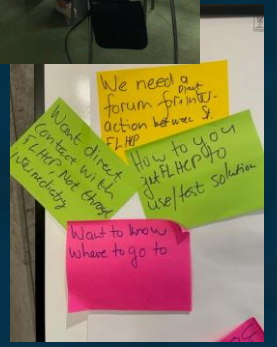
Get the support needed to succeed

We are strengthening healthcare by increasing nurse-led innovation









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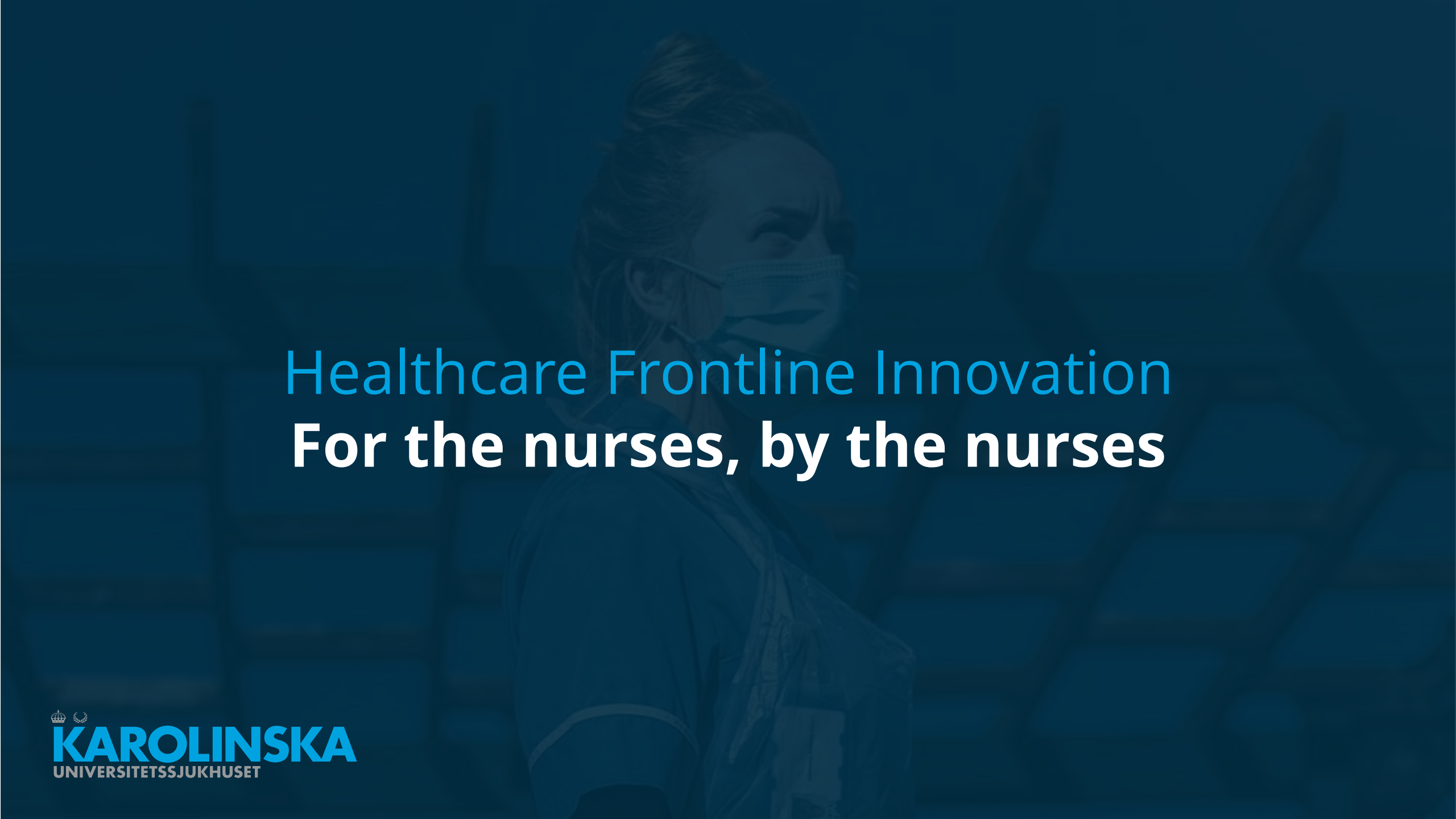

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