

ACTHIV® ChangeMakers: Demonstrating Leadership in HIV Care

Authors: John Juchniewicz, MCIS, CHCP, FACEHP¹; Joseph Kim, MD, MPH, MBA²

¹American Academy of CME, Inc.; ²Q Synthesis LLC

BACKGROUND

Patients with HIV often have complex medical and social needs. Effective care delivery requires coordination across members of the care team and many clinicians often lack opportunities to receive formal leadership development opportunities. Recognizing this need, American Academy of CME/ACTHIV® Institute worked in collaboration with Q Synthesis LLC to pilot a 6-month leadership program called the ACTHIV® ChangeMakers program. The goal of the program was to equip and enable HIV care team members to develop and demonstrate leadership in HIV care by joining a learning collaborative and developing an action learning project.

METHODS

ACTHIV® Institute and Q Synthesis developed this pilot to address the following questions:

- How can HIV clinicians develop their leadership skills, even if they are not in formal leadership roles?
- What leadership frameworks may be applied to enable HIV care team members to deliver better care for patients?
- How can HIV care team members demonstrate effective leadership as they interact with their teams and with patients?



The pilot was built on the Adaptive Leadership Framework which outlines the concept of leadership as a personal capability and as the work to be done to meet tough challenges. By developing this type of leadership, HIV clinicians can learn to be more effective interacting with their teams and with patients. The pre-course work included articles that demonstrated how the adaptive leadership framework could be applied in different clinical contexts and explained the two broad categories of challenges that clinicians often face: technical and adaptive.

Adaptive Leadership

| Technical Challenges: | Adaptive Challenges: |
|--|--|
| The problem is clearly identified and defined | Difficult to define the problem |
| Proven technical or process-driven solutions are available | No clear solution may be available |
| Often solved by an expert or by an authority | Solution requires a collaborative effort by people throughout the department or organization |
| Implementing the solution is generally straightforward | Implementing a solution may require some experimentation |

RESULTS

The pilot included 3 HIV clinicians who completed the pre-course work and participated in the facilitated small group meetings. They developed action learning projects that enabled them to demonstrate leadership by addressing a clinical challenge. Learners also discussed specific ways to challenge themselves and grow in different areas of leadership within their teams.



CONCLUSIONS

While the pilot was small, this initiative demonstrated how HIV care team members who are not in formal positions of authority may apply the adaptive leadership framework within their teams, develop their personal leadership skills, and improve patient care.

References:

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