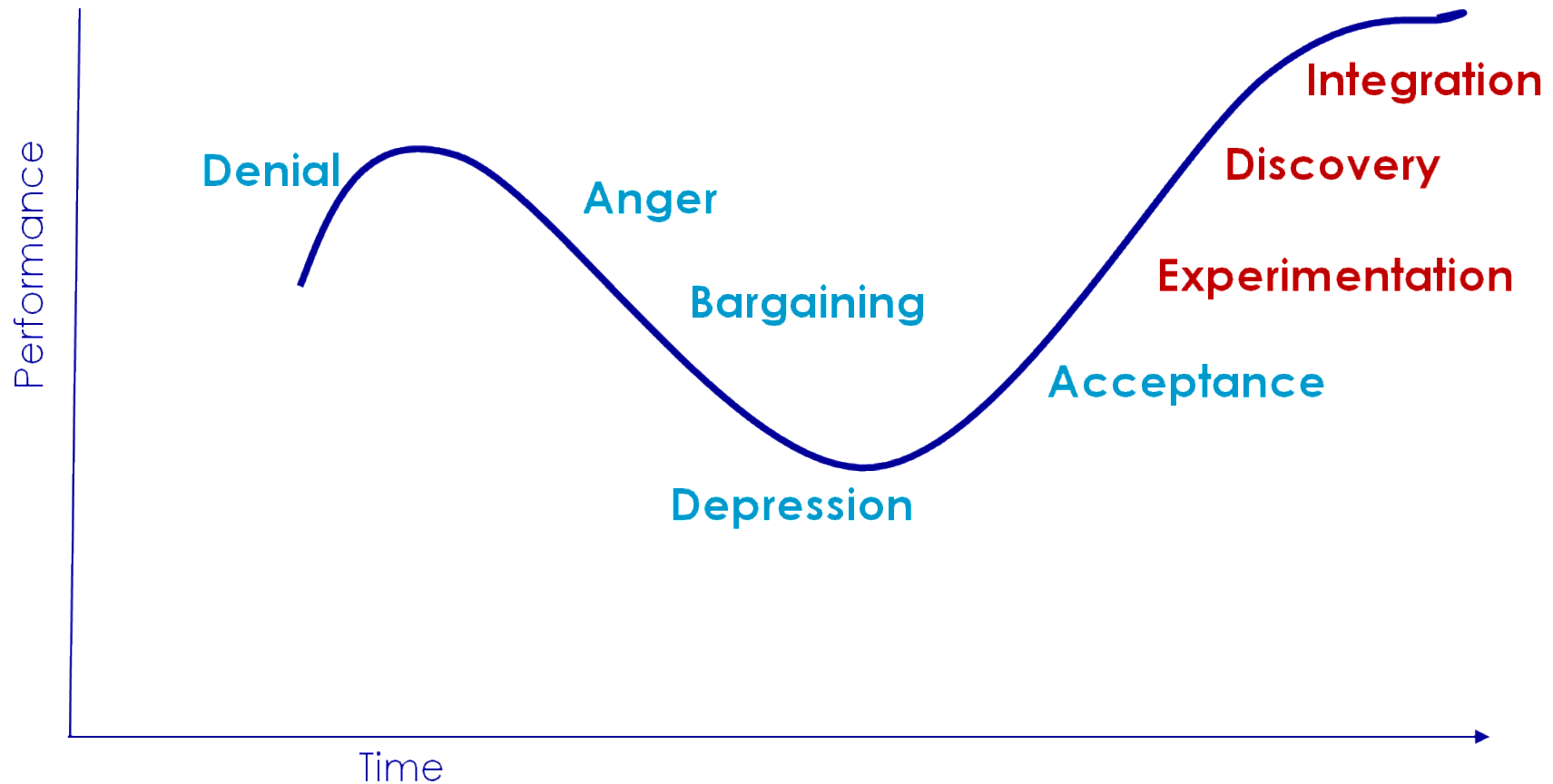


July 11, 2023

## Agenda

- Coping with the Curve:  
Transitioning to a New Role, ZKE
- Case Discussion

# The Curve: Getting to Change



# The Playbook

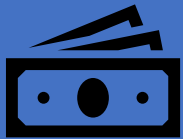


Figure out **who's in charge/paying your salary**

-Determine goals of the job in alignment with administrator(s)



**Make rounds, meet and shadow people**

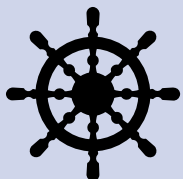
-ask about their jobs (likes/dislikes)

-get feedback about what they think could be improved or is done well



**LISTEN** after you ask a question and show gratitude

-This takes time!



Find out **what was going on before you started** (to try not to reinvent the wheel)

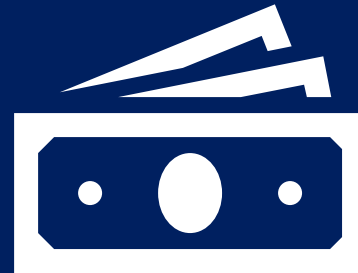


# In My Experience...

- 4 Jobs in
- 3 States in
- 10 years



# Figure out who's in charge/ Paying your salary

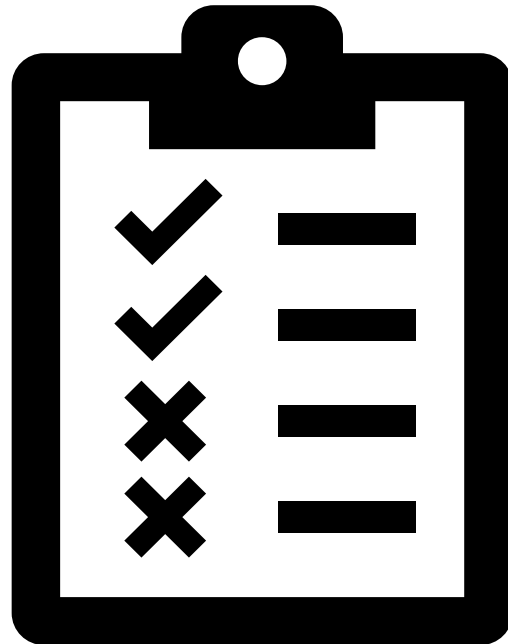


**Determine goals of the job in alignment  
with administrator(s)**



# "Do Stewardship"

- CORE Elements (CDC)



**HOT**  
TIP: Review institutional goals and priorities and incorporate into your workflow



# CSiM Resource: Core Elements Toolkit



CENTER FOR  
STEWARDSHIP  
IN MEDICINE

UW Medicine

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## Toolkits

Jump To:

[Core element 1 & 2: Leadership Commitment and Accountability](#)

[Core element 3: Drug Expertise](#)

[Core element 4: Action](#)

[Core element 5: Tracking](#)

### Presentations



Practical Implementation of the CDC Core Elements in Critical Access Hospitals



Accreditation, Inspection and AS



Core Elements Update



Antimicrobial Stewardship Building Blocks

### Resources and Documents



HIGHLY RECOMMEND! Antimicrobial Stewardship Policy and Procedure EXAMPLE (172.04 KB)



Leadership Letter of Commitment EXAMPLE (105.73 KB)



A Call to Action EXAMPLE (32.13 KB)



Work Plan for Antimicrobial Resistance Committee EXAMPLE (103.37 KB)



Antimicrobial Stewardship Logic Model EXAMPLE (45.85 KB)

### Tools



GREAT TOOL! The Core Elements of Hospital Antibiotic Stewardship Programs CHECKLIST (431.67 KB)



GREAT TOOL! Stewardship in Small Rural Hospitals WORKBOOK (594.3 KB)



Continuing Education and Informational Resources

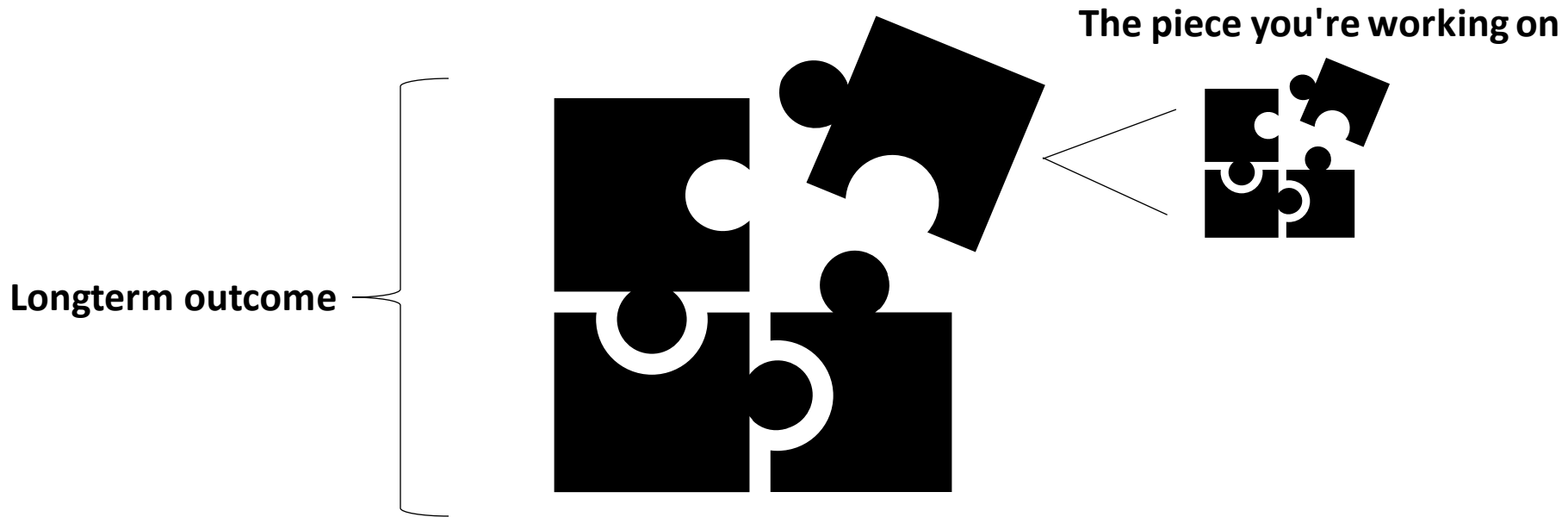


Antimicrobial Stewardship Programs Practical TOOLKIT



# Set your own goals and document progress towards them

- Small, specific, sustainable (SMART)





# Make rounds, meet and shadow people



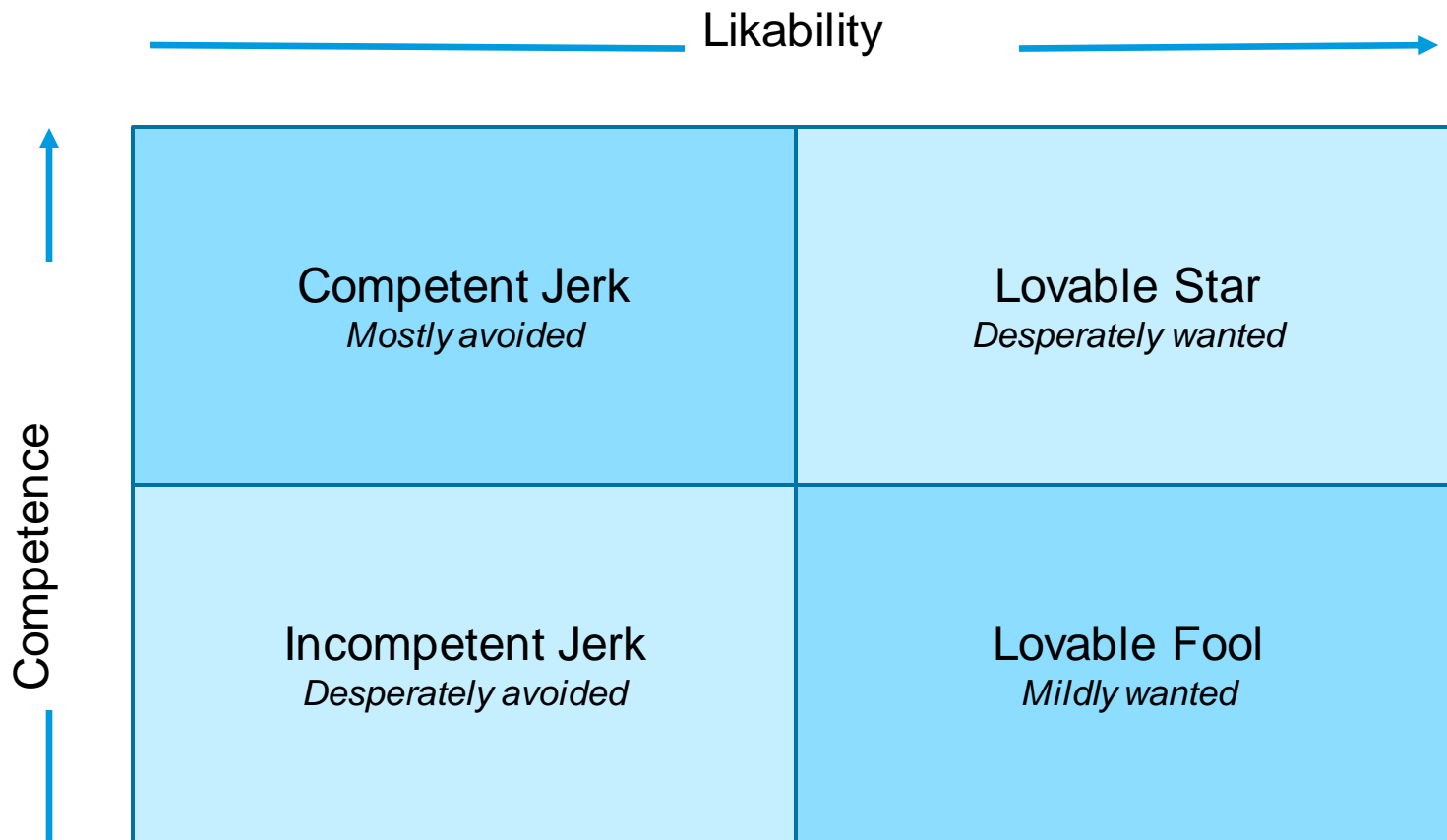
**Ask about their jobs (likes/dislikes)**

**Get feedback about what they think could be improved or is done well**



# Relationship Building: Competence vs. Likability

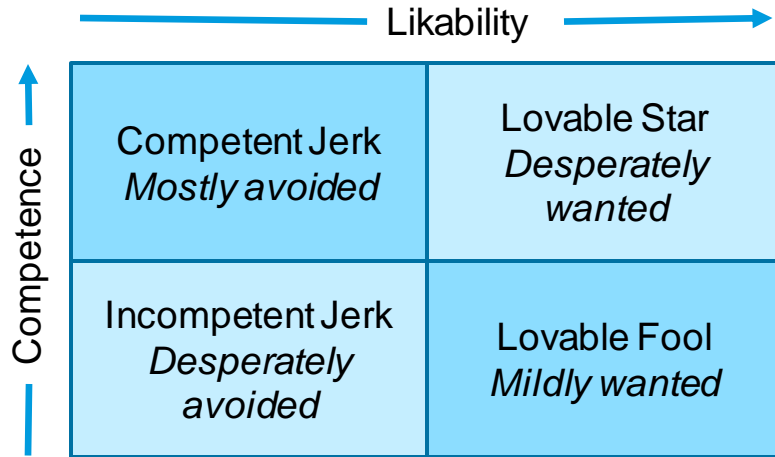
A SOCIAL NETWORK IS COMPRISED OF INDIVIDUALS



Casciaro T, Sousa Lobo M. Competent jerks, lovable fools, and the formation of social networks. *Harvard Business Review*. June 2005.

Slide from: Ryan Stevens, PharmD  
CSiM 2nd Annual Conference, May 2023

# A SOCIAL NETWORK IS COMPRISED OF INDIVIDUALS



Casciaro T, Sousa Lobo M. Competent jerks, lovable fools, and the formation of social networks.  
*Harvard Business Review*. June 2005.

Can “likeability” be manufactured?

## 1. Promote familiarity

- Facilitate proximity
- Identify commonalities
- Promote the “peer assist”

## 2. Redefine similarity

- Build a shared goal
- Be intentional about diversity

## 3. Foster bonding

- Formal: Intense cooperative experiences
- Informal: Casual overlap

Slide from: Ryan Stevens, PharmD  
CSiM 2nd Annual Conference, May 2023

# Make yourself visible, "Promote familiarity"

## Lessons from The Office

- *"It's a real shame because studies have shown that more information gets passed through water cooler gossip than through official memos. Which puts me at a disadvantage because I bring my own water to work."*

— Dwight Schrute



**LISTEN after you ask a question and  
show gratitude**



**This takes time!**



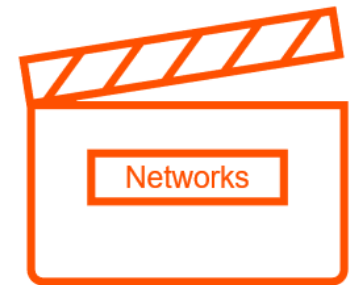
# Translating Networks into Action



Regardless of the setting... relationship building is critical to effective antimicrobial stewardship



A network is made up of individuals... take time to understand individuals and be intentional and strategic about networking



Don't separate stewardship activities from your network... find intentional ways engage and expand your network in your activities





# Make Friends

(or at least, try not to make enemies)

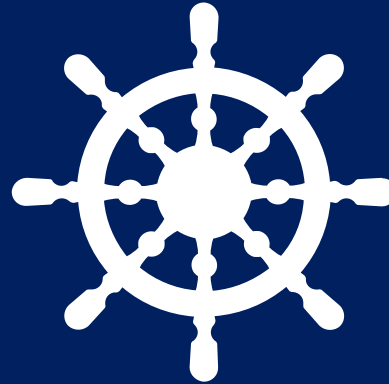
## Lessons from The Office

- *“Around this office, in the past, I have been a little abrupt with people. But the doctor said, if I can’t find a new way to relate more positively to my surroundings, I’m going to die.”*

— Stanley Hudson



# Find out what was going on before you started



To try not to reinvent the wheel





# But Also, Collect More Information before Acting

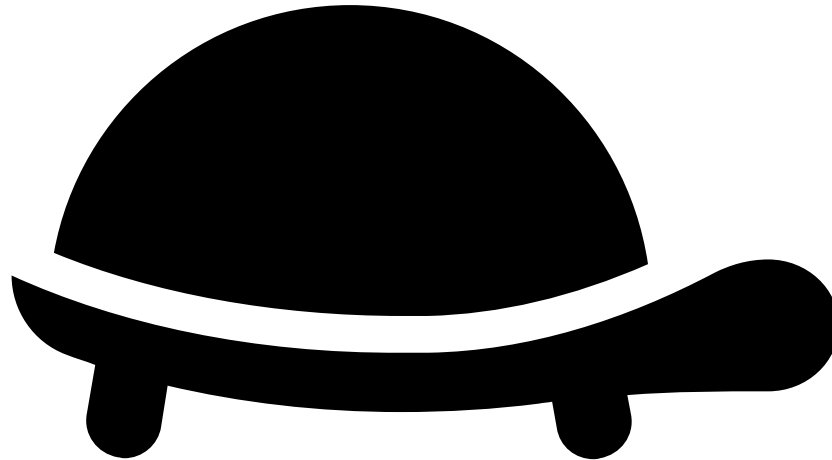
## Lessons from The Office

*“When the son of the deposed king of Nigeria emails you directly, asking for help, you help! His father ran the freaking country! Ok?”*

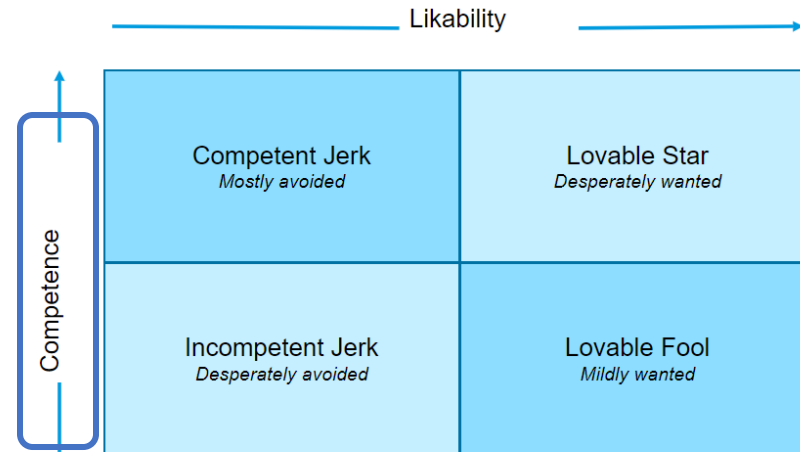
*-Michael Scott*



# Slow and Steady Wins the Race



# We got your back



Casciaro T, Sousa Lobo M. Competent jerks, lovable fools, and the formation of social networks. *Harvard Business Review*. June 2005.



**TASP ECHO**  
The Tele-Antimicrobial Stewardship



**Intensive Quality Improvement Cohort**



**Get the Antibiotic Pocket Guide**  
The UW CSiM Antibiotic Guide is based on local,

# Conclusions

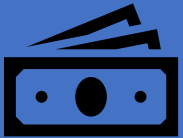


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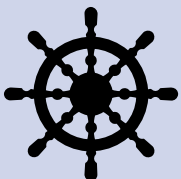
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- This takes time!



Find out **what was going on before you started** (to try not to reinvent the wheel)





# Get to the Point

## Lessons from The Office

- *“Power points are the peacocks of the business world; all show, no meat.”*

— Dwight Schrute

