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ERAS Implementation & the Coordinator Role

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The ERAS Implementation Dilemma

“The immediate challenge to improving the quality of surgical care is not discovering new knowledge but rather how to integrate what we already know into practice”

D R Urbach, N N Baxter (BMJ 2005)

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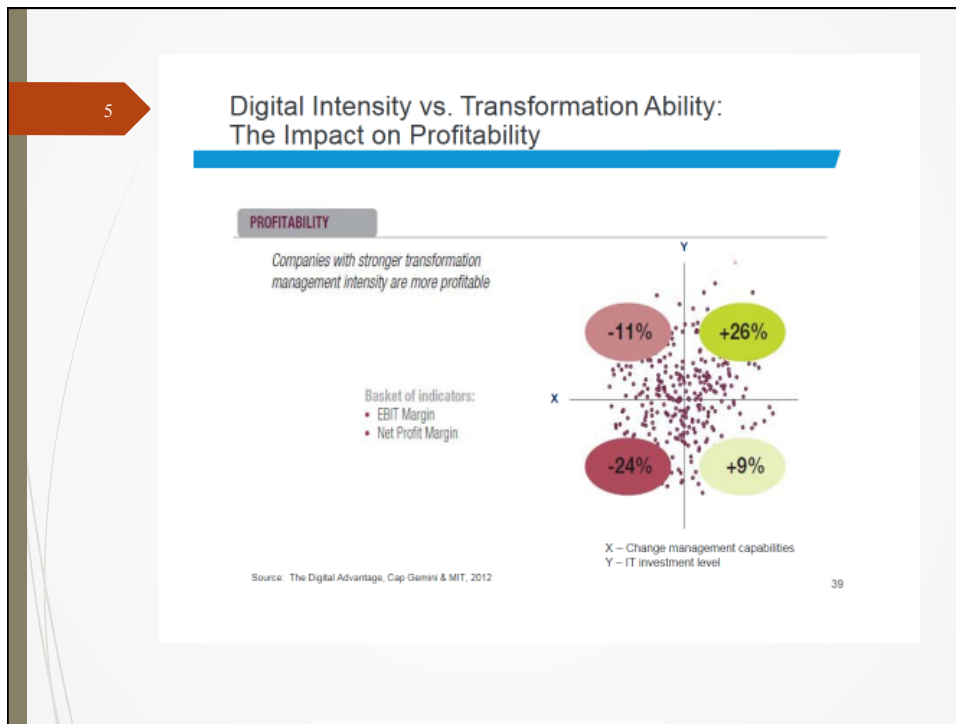
Re-Stated for Simplicity

Poor implementation is a significant barrier to improvement in perioperative care

J. D. Calhoun (ASER 2016)

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*Why is a focus on
Implementation so very
important!*



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- ## Signs of a Poor Implementation
- Absence of leadership (*strategy*)
 - Absence of ownership (*execution*)
 - Absence of accountability (*interactions*)
 - Not having a project plan
 - Not having performance targets
 - Not having milestones
 - Lack of time
 - Lack of resource
 - Lack of incentives
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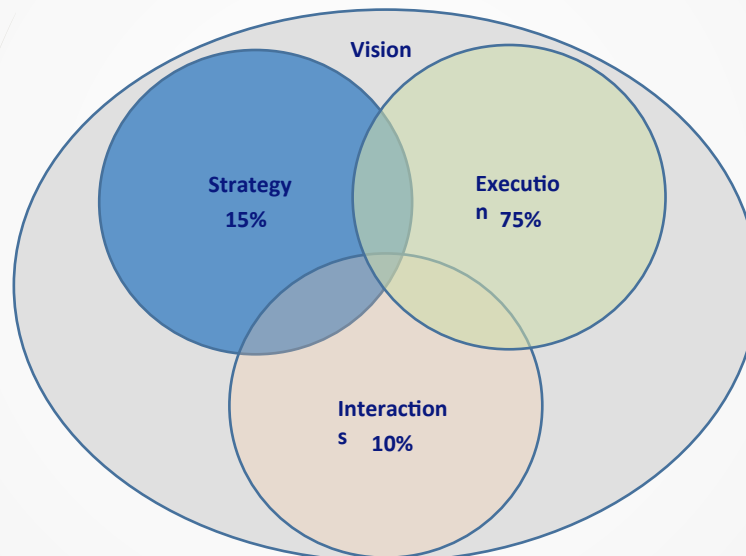
Strategy, Execution, Interaction

- Execution and Strategy generally garner most attention during implementation
- For culture change managing interactions is **key** to successful implementation
- Recognizing and managing interactions is personally challenging.....

.....Why?

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Least Exercised Skillset



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Steps to Successful Implementation

1. *Start with an idea that is vetted by a key group of influential, culturally skillful first adopters*

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Steps to Successful Implementation

2. *Secure leadership of a key figure or small group that is passionate about the idea and is committed to the required time investment*

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Steps to Successful Implementation

3. *Have stellar communication and project plans that include incentives for supporting*

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Steps to Successful Implementation

4. *Secure upper leadership support, even if it is just verbal for some initial period of time*

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Steps to Successful Implementation

- 5. Provide regular open performance feedback for the plan with rewards and accountability given as earned*

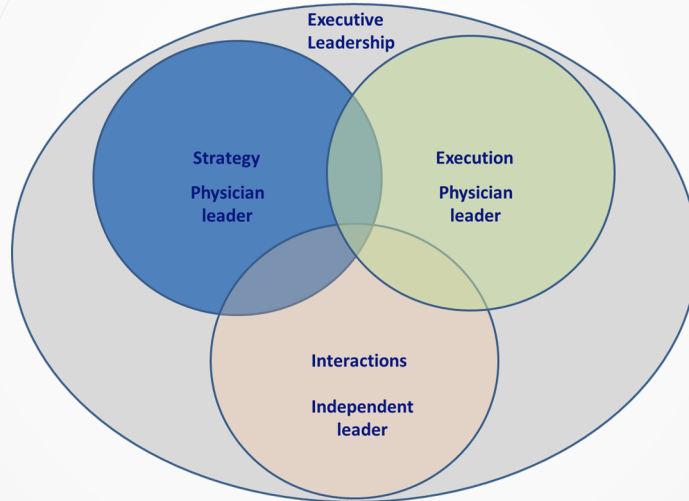
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The Coordinators' Role?

- Find ways, unique ways as necessary, to fill gaps in any of the 5 implementation steps*
- Demonstrate and teach desired team norms*
- Ensure execution to the project plan*
- Keep things moving forward*
- Focus on removing barriers (upcoming session)*

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Address One Issue at MDACC - Time



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Thank you!

Questions & Discussion