

Alaska EMS Leadership Academy

This past month, through a federally supported grant on behalf of the Hospital Preparedness Program (HPP), 27 individuals from across the state representing 16 agencies attended an EMS Leadership Academy. The academy was part of a partnership with SafeTech Solutions, a consulting company specializing in programs that assist in fostering leaders and a system of sustainability, so departments can focus on delivering quality patient-centered care.

The academy consisted of a week-long in class portion held in Anchorage facilitated by two instructors, Aaron Reinert and Ben Wasmund, which focused on helping participants build leadership skills in order to “influence others towards a destination.”

After the in-classroom segment, the instructors will continue to mentor individuals through several webinars and assignments that include reading the following books, *Emotional Intelligence 2.0*, *Dare to Lead* and *Strengths Based Leadership*.

The Leadership Academy is one step towards the goal of developing and improving EMS within Alaska and building a sustainable, patient-centered, integrated system that includes prehospital, critical access hospitals and acute care specialized centers that encompasses our system as a whole.

One area of interest in the Leadership Academy focused on engagement. Employee engagement is defined as: “an employee's involvement with, commitment to, and satisfaction with work. Employee engagement is a part of employee retention” (Smith et al., 1969). A 2016 Gallup meta-analysis revealed businesses with high employee engagement were shown to have:

- 28% lower internal theft
- 21% higher productivity
- 37% lower absenteeism
- 41% fewer safety incidents
- 41% fewer quality defects (Harter et al., 2016).

So something to contemplate as a leader, are your employees engaged? Or as an employee, are you engaged with your leaders?

We will be working with SafeTech Solutions in taking the next step, by developing a state-wide assessment. This assessment will have opportunities for all of the stakeholders from community members, departments and local governments to participate by providing direct input and feedback so, we can properly assess the sustainability of EMS within our state with the shared goals of providing quality and timely patient care.

References:

Smith, P. C., Kendall, L., & Hulin, C. L. (1969). *The measurement of satisfaction in work and retirement: A strategy for the study of attitudes*. Chicago: Rand McNally.

Harter, J., Schmidt, F., Agrawal, S., Plowman, S., & Blue, A., *The Relationship Between Engagement at Work and Organizational Outcomes 2016 Q12 Meta-Analysis: Ninth Edition*, Gallup INC, Washington, D.C.