

Achieving Improvement Masterclass

Bridging the gap between idea and impact

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OVERVIEW

The Achieving Improvement Masterclass (A_I_M) is an interprofessional, mentored, work-integrated learning program that turns staff ideas into measurable improvement – building capability, confidence and collaboration.

Staff frequently identify opportunities to improve care but often lack clear pathways, confidence, and cross-professional collaboration. A_I_M is a locally developed program that addresses this gap, supporting staff to progress from ideas to implementation, evaluation and sustainment.

OBJECTIVES

- Build capability and confidence to lead evidence-based improvement and redesign.
- Deliver measurable, sustainable outcomes from staff-led ideas.
- Provide structured, mentored, interprofessional work-integrated learning

PROGRAM DESIGN

Structured, work-integrated learning grounded in **evidence-based redesign framework**^{1,2,3}, improvement science, systems thinking and co-design.

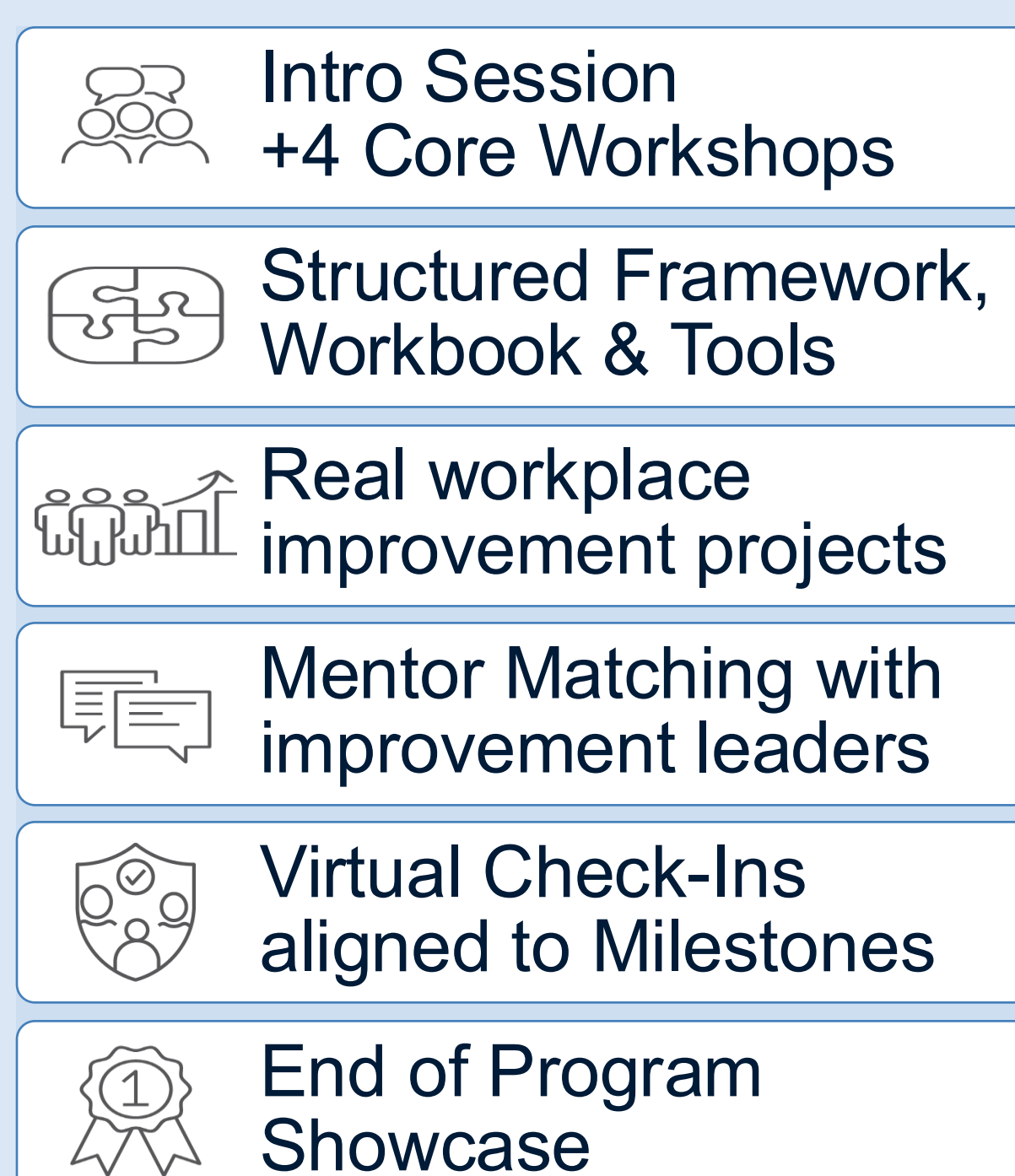


Figure 2. Program Design

Participants: Staff apply with project ideas aligned to organisational priorities, including Nursing & Midwifery, Allied Health, Medical, Administrative, and Operational teams.

Consumers: Consumer voice and co-design embedded in A_I_M projects with tailored involvement.

EVALUATION DESIGN

Mixed-methods evaluation, longitudinal outcomes, aligned with the Kirkpatrick Model⁴

- **Our Staff:** Confidence, capability, collaboration, mentorship, satisfaction
- **Our Organisation:** Completion, implementation, milestones.

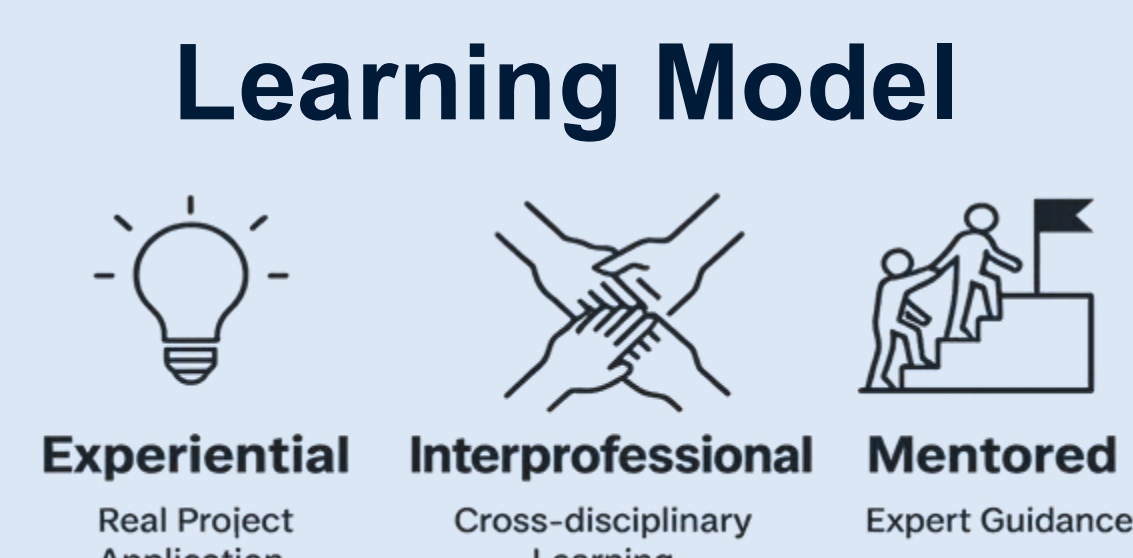


Figure 1. Learning Model

Underpinned by the **Healthcare Redesign Framework:** Planning, Diagnostics, Solution Design, Implementation, Evaluation & Sustain.

PROGRAM EVOLUTION & OUTCOMES

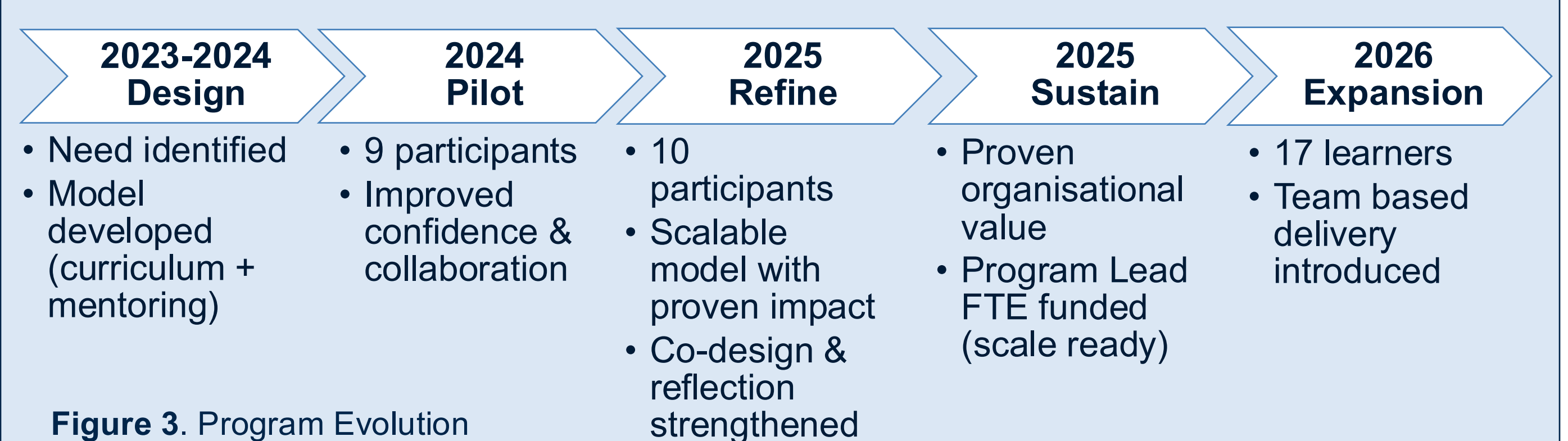


Figure 3. Program Evolution

IMPACT

Program impact measured by:

- **Participant Capability:** Improved knowledge and confidence.
- **Collaboration:** interprofessional networking and collaboration strengthened .
- **Application:** Increased ability to lead and improvement initiatives across services.

From Ideas to Impact

17 initiatives implemented across services including:

- GP Direct Admission to Hospital in the Home
- Dietician-led postpartum diabetes screening clinic
- After hours falls action plan for RACFs
- Cognitive support planning pathway improvement

Sustainment & Scale

- 75% of initiatives on track (~1 year)
- 100% mentor willingness to continue
- Embedded program from 2026
- Statewide expansion in planning



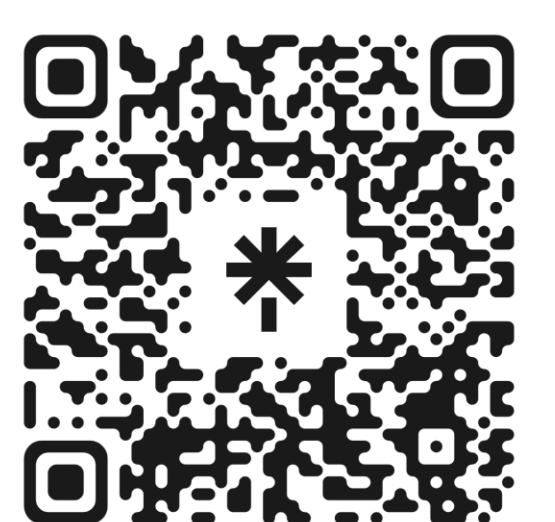
Figure 4. Program Performance

CONTACT & MORE INFORMATION

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DELIVERING
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