

GROW

Ongoing Professional Growth

Innovator

DEFINITION An Innovator sees opportunity where others don't. They are critical thinkers who are aware of emerging issues and use both research and evidence-based approaches to create knowledge and develop new solutions. An Innovator is always finding ways to improve. They share what they have discovered: placing a strong emphasis on working towards higher quality in health care.

DESCRIPTION Most RTs are innovators without actually realizing it. Innovation in action is finding a better way to practice. It can be as simple as re-organizing the equipment room to increase efficiency or as complex as leading a research or quality improvement initiative. Big or small, Innovators challenge the status quo by thinking outside the box, seeking evidence-based approaches to care, and working with the interdisciplinary team to integrate new approaches to care into practice. Like any other skill, being an Innovator is something that can be developed.



EXAMPLES OF LEARNING ACTIVITIES

- * Start to recognize that the little things you change every day are indeed innovation. How did you notice what needed changing in the first place? How did you decide on what the solution was? Developing self-awareness of your own actions is a powerful first step in becoming an Innovator.
- * Identify what you are passionate about improving at your workplace. How have other facilities, professions or RTs handled the same scenario? This is an easy way to get new ideas.
- * Review the literature on a topic of interest to you to help identify potential ways to improve practice.

- * Search the internet for innovative or creative techniques and learning opportunities to improve your skills in quality improvement, evaluation and/or research methodologies (ensure the source is reliable, current and evidence-based).
- * Talk to other RRTs, health professionals and academics who are experts in the area of interest.
- * Get involved in research or quality improvement initiatives where you work. Integrating quality and evidence into practice provides opportunities to work with others across all practice settings, increasing your knowledge and skills as an innovator.

INNOVATOR RESOURCES

See Opportunity...

(Emerging Issues e.g., Safety, Quality, Public Health, Emergencies)

- Ontario Ministry of Health and Long-Term Care and related websites including:
 - [Quality-based Procedures](#)
 - [Emergency Planning and Preparedness](#)
 - [Allied Health Development Fund](#)
 - [Health Quality Ontario](#)
 - [Quality Compass Tool](#)
 - [IDEAS \(Improving & Driving Excellence across Sectors\)](#)
- [Canadian Patient Safety Institute](#)
- [Institute for Healthcare Improvement](#)
- [Ontario Hospital Association](#)
- [Ontario Local Health Integration Networks \(LHINs\)](#)
- [Association of Family Health Teams of Ontario \(AFHTO\)](#)
- [Association of Ontario Health Centres \(AOHC\)](#)
- [Ontario Association of Community Care Access Centres \(OACCAC\)](#)
- [Respiratory Therapy Society of Ontario](#)
 - [Research website](#)
 - [Education and Knowledge Translation Grants](#)
- [Canadian Lung Association](#)
 - [Canadian Respiratory Health Professionals](#)
 - [Education Fellowships and Research Grants](#)
- [Ontario Lung Association](#)
 - [Primary Care Asthma Program \(PCAP\)](#)
 - [Primary Care Lung Health QI Guide](#)
 - [Education Fellowships and Research Grants](#)
- [Public Health Ontario](#)
- [World Health Organization \(WHO\)](#)

Acquire and Share Knowledge Providing Solutions to improve provider practice and patient care outcomes...

- [Stats Canada – Health in Canada](#)
- [Canadian Institute for Health Information \(CIHI\)](#)
- [Canadian Institutes for Health Research](#)
- **Communities of Practice** - learn from, with and about others
 - Ontario universities and academic healthcare institutions
 - RTSO network via Ontario Telemedicine Network
 - Canadian Society for Respiratory Therapists (CSRT) special interest list serves
- Get involved with other associations such as the [Ontario Home Care Association](#)

Have comments, feedback or ideas to make this even better? Send us an email at GROW@crto.on.ca.

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