

New Hires Program Outline

Day 1: Monday Nov 4, 2019

Location: TBD (downtown Toronto)

Time	Topic	Readings	Facilitator(s)
9:00 am	Welcome & Introductions (15 min)	---	Gail Mac Neill, Leigh Caplan, & Lori Sutton
9:15 am	Review of the overall program outline and today's outline (30 min) <i>Activity - Blob tree</i>	---	Gail Mac Neill & Leigh Caplan
9:45 am	Perspective & Understanding of Living with Diabetes (Part 1) (60 min) - Application of The 5 A's of Empowering, Health Belief Model and Social Learning Principles	Essentials* Chapter 2	Gail Mac Neill & Leigh Caplan
10:45 am	Break (15 min)		
11:00 am	Perspective & Understanding of Living with Diabetes (Part 2) (60 min)	Essentials* Chapter 2	Gail Mac Neill & Leigh Caplan
12:00 pm	LUNCH (60 min)		
1:00 pm	Medical Management of Type 2 Diabetes (90 min)	Essentials* Chapter 6	TBD
2:30 pm	Break (15 min)		
2:45 pm	Homework Assignment Distribution (15 min) (Teaching Activity & Scavenger Hunt)	---	Lori Sutton
3:00 pm	Patient Centred Needs Activity (30 min) - Discussion of how the theories from the morning apply to two different smoking cessation scenarios	---	Gail Mac Neill & Leigh Caplan
3:30 pm	Reflections from Day 1 - Discussion regarding application to practice (30 min)	---	Gail Mac Neill & Lori Sutton
4:00 pm	Diabetes 101 (60 min) - Pathophysiology of diabetes - Diagnosis and complication screening	Essentials* Chapter 3, 8 & 9	Dr. Jeremy Gilbert, Endocrinologist (Sunnybrook)
5:05 pm	Wrap-up (5 min)		
5:05 pm	Day 1 Ends		

*Building Competency in Diabetes Education: The Essentials - Updated version 2019

New Hires Program Outline

Day 2: Monday November 18, 2019

Location: TBD (downtown Toronto)

Time	Topic	Readings	Facilitator(s)
Choices & Changes Program** Begins			
9:00 am	- Introduction (10 min)	---	Choose Health Self-Management Program Facilitators
9:10 am	- Objectives, research and premises (20 min)		
9:30 am	- Clinical attitudes (10 min)		
9:40 am	- Exercise #1: Understanding Motivation - (practicing core skills (open-ended and reflective listening) to understand motivation) (35 min)		
10:15 am	Break (15 min)		
10:30 am	- Stages of Change Model and Conviction & Confidence Model (10 min)		
10:40 am	- Exercise # 2 (Video-case): CLINICIANS' CONFIDENCE & CONVICTION - (<i>Assessing clinicians' motivation through their levels of Conviction and Confidence</i>) (15 min)		
10:55 am	- Exercise # 3: YOUR WORK WITH PATIENTS/CLIENTS - (<i>Practicing core skills [Empathy, Open-ended Inquiry, Reflective Listening] and assessing colleague's levels of conviction and confidence in working with their patient/client</i>) (35 min)		
11:30 am	LUNCH (60 min)		
12:30 pm	- Presentation (40 min) <ul style="list-style-type: none"> o Patient/client Environment o Intervention o Elements of the Visit 		
1:10 pm	Break (10 min)		
1:20 pm	- Exercise # 4 (Video-case): SUPPORTING SELF-MANAGEMENT (4-5 cases) <ul style="list-style-type: none"> o (<i>Assessing and responding to patients/clients</i>) (30 min) 		
1:50 pm	- Exercise # 5: PUTTING IT ALL TOGETHER <ul style="list-style-type: none"> o (<i>Using C&C skills to promote health behavior change</i>) (30 min) 		
2:20 pm	- Choose target behaviours for post-workshop practise (5 min)		
2:25 pm	- Assess program and complete CE forms (10 min)		
Choices & Changes Program** Ends			
2:35 pm	Break (15 min)		
2:50 pm	Team Approach to Diabetes Management (60 min)	---	Leigh Caplan
3:50 pm	Resource Sharing & Scavenger Hunt Debrief (60 min)	---	Leigh Caplan
4:50 pm	Reflections from Day 2 & Wrap-up (10 min)	---	& Lori Sutton
5:00 pm	Day 2 Ends		

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** Choices & Changes Program is offered through partnership with Choose Health Self-Mangement Program, South Riverdale Community Health Centre

New Hires Program Outline

Day 3: Monday December 2, 2019

Location: TBD (downtown Toronto)

Time	Topic	Readings	Facilitator
9:00 am	Welcome, check-in, and review of today's outline (15 min)	---	Gail Mac Neill & Lori Sutton
9:15 am	Teaching for Effect (60 min) <ul style="list-style-type: none"> - The Good & Bad (role play), Tools for teaching, BOPPPS - Activity: Pick a topic from Diabetes 101 (e.g. A1C) & discuss how you would teach this to a client 	Essentials* Chapter 11	Gail Mac Neill & Leigh Caplan
10:15 am	Physical Activity & Diabetes (60 min)	Essentials* Chapter 5	TBD
11:15 am	Break (15 min)		
11:30 am	Foot Care & Diabetes (60 min)	Essentials* Chapter 9	TBD
12:30 pm	LUNCH (60 min)		
1:30 pm	Activity: Foot screening and assessment - Simbald Video (30 min)	---	Gail Mac Neill
2:00 pm	Nutrition & Diabetes (60 min)	Essentials* Chapter 5	TBD
3:00 pm	Break (15 min)		
3:15 pm	Program Planning (60 min) <ul style="list-style-type: none"> • Writing clear objectives <ul style="list-style-type: none"> ○ Group Work – writing objectives for an CBG monitoring class & a foot care program Homework: Creating a program plan (debrief session 4)	---	Gail Mac Neill
4:15 pm	Reflections from Day 3 & Wrap-up (15 min)	---	Gail Mac Neill & Lori Sutton
4:30 pm	Day 3 Ends		

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New Hires Program Outline

Day 4: Monday December 16, 2019

Location: TBD (downtown Toronto)

Time	Topic	Readings	Facilitator
9:00 am	Choices & Changes Practice Session** (120 min) <ul style="list-style-type: none"> Practice what was learned in the Choices & Changes Program with actors 	---	Choose Health Self-Management Program Facilitators
11:00 am	Break (15 min)		
11:15 am	Program Planning Revisited (45 min) <ul style="list-style-type: none"> Program objective homework debrief Discuss the use of effective facilitation skills 	Preparation required	Gail Mac Neill
12:00 pm	LUNCH (60 min)		
1:00 pm	Putting It All Together with Case Studies (90 min) <ul style="list-style-type: none"> Participant case-based competency evaluation (3 cases - Mr. JC – Mrs. Luv – Mr. B) <ul style="list-style-type: none"> 10 min to go through one case together 20 min to read cases & answer questions individually 20 min to share/discuss cases & answers in small groups of 3 to 4 people (1 case per group) 40 min (10 min/group) for a representative from each group to present & discuss the case/answers with the whole group 	---	Gail Mac Neill
2:30 pm	Break (15 min)		
2:45pm	Peer-Evaluated Teaching Activity (60 min) <ol style="list-style-type: none"> Pathophysiology (10 min role play, 5 min debrief) Hypoglycemia (10 min role play, 5 min debrief) Exercise (10 min role play, 5 min debrief) Large group debrief (15 min)	Preparation required	Gail Mac Neill
3:45 pm (15 min)	Reflections from Day 4, Wrap Up, & Program Evaluation Completion	---	Gail MacNeill & Lori Sutton
4:00 pm	Day 4 Ends		

** Choices & Changes Practice Session is offered through partnership with Choose Health Self-Management Program, South Riverdale Community Health Centre