

Role of the CI Champion *& Benefits to the Team*

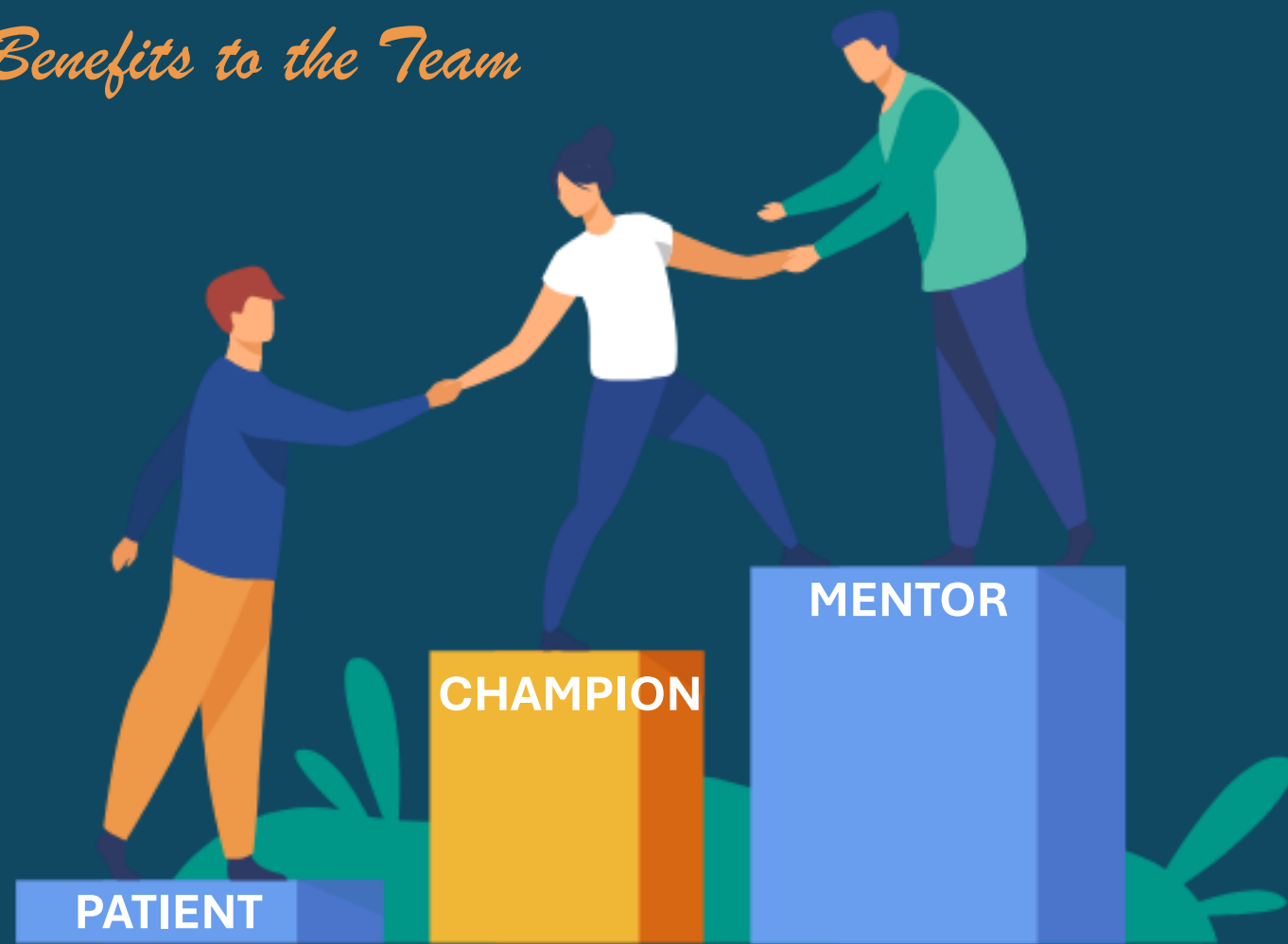
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MHIP CI Mentor

BAA CI Champion Committee Chair

INDICIA Project Research Audiologist

Improving Navigation and Decreasing Inequality in Cochlear Implant Access





1.

Understand
what being a
CI champion
looks like in
2025

2.

Identify
opportunities
for
professional
development

3.

Understand what
other champions
Are doing
differently,
and why

4.

Define your
goals as a
champion

HANDS UP

- Who has been to one of these before?
- How many band 5/6/7/8s do we have?
- Who has vacancies in the team currently?
- Who gets 1 hour protected CI champ admin?
- Who is in touch with their CI mentor?
- Who is running Crystal Reports?
- Who is where they expected they would be by now in the Champion journey?

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Time Restrictions

- To have the CI conversation
- To create the referral

Oversight

- Thinking of CI as an option
- Primary reason for the appt.

Awareness of Outcomes

- Historical culture towards CI
- 'last resort' and 'high risk'
- Unknown outcomes

Resource

- No admin time
- Staff shortages
- Patient information

Accountability

- Whose role is it?
- At what point in the pathway?

Hearing Aid Optimisation

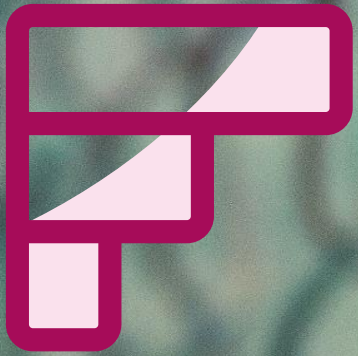
- Severe to profound audiology
- What is optimally aided
- How to rectify it if not

Confidence

- Fielding questions is daunting
- 'worry about misleading a patient'

CI Criteria

- Familiarisation with criteria
- Retention of knowledge



What are your team's 3 biggest barriers?

Influence without Authority

1.



Relationships

Having strong relationships with colleagues helps build trust, which can inspire them to follow your direction.



Expertise

Developing expertise in your specific discipline, industry, or both can result in your team turning to you for guidance.



Organizational Understanding

Possessing knowledge of your firm's internal processes, stakeholders, and strategic initiatives can prompt others to follow your lead to accomplish goals.

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Interpersonal Skills

Communication - Active Listening - Emotional Intelligence

- Adapt messaging to the audience (e.g., clinicians vs. managers) (NHS Leadership Academy, 2020).

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Credibility

- Expertise- Experience Evidence-Based Practice

- Use **evidence-based practice** to support recommendations (Straus et al., 2018).
- Demonstrate **reliability** by following through on commitments (Covey, 2006).
- Model **positive behaviors** and attitudes (Bass & Riggio, 2006).
- Be **proactive** in problem-solving rather than reactive.
- Encourage a culture of **continuous improvement**.

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Organisational Awareness

**Align with policies
– hierarchy - key decision-makers**

- Frame Your Message Around Business Objectives: Show how your idea supports key performance indicators (KPIs) (Cialdini, 2001).
- Use Organisational Language: Adapt your communication to match strategic priorities (Bryson, 2018)

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IQIPs

Cost saving

Service development

Reduction in repeat appointments

Upskilling

Staff retention / workforce planning

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Annual Appraisals

Be specific and intentional

Set SMART objectives

S – Specific

M – Measurable

A – Achievable

R – Relevant

T – Time-bound

Higher Training Scheme (HTS)

- 1 / ABOUT THE HIGHER TRAINING SCHEME
- 2 / WHAT'S INVOLVED?
- 3 / HEI M LEVEL MODULES
- 4 / FREQUENTLY ASKED QUESTIONS



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extension://efaidnbmnnnibpcajpcglclefindmkaj/
<https://www.baaudiology.org/app/uploads/2022/03/HTS-Cochlear-implants-module-summary-290322.pdf>

Task Delegation

Development opportunities
Engage members of the team
Workforce planning

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What has been your
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Do not edit
How to change the design



Goals for 2025



① The Slido app must be installed on every computer you're presenting from

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