

Practice Change Fellows Program
Assessment by PCF Alumni
September 10, 2010
Executive Summary

The Practice Change Fellows (PCF) Program is having a positive impact on the health of older adults, and on geriatric care at the Fellows' home organizations and beyond. Based upon a survey of the first 10 alumni, the Fellows' home institutions are adopting geriatric care improvements developed during the Fellowship. Subsequently, patients and clients served by these organizations are showing improved outcomes.

A majority of these alumni report that the 2-year Practice Change Fellowship has had wide ranging positive effects that extend *beyond* their own organizations through presentations, publications, and professional networks. They believe that PCF has the potential to influence policy on a national scale. On a personal level, they report acquiring essential leadership skills, expanding their national leadership networks, and taking pride in their participation in PCF and the results of their work.

The core programmatic components of PCF leading to its success revolve around the Program's structure and the wealth of knowledge, expertise and experience of Advisory Board members, mentors and Fellows. Fellows derive knowledge and skills through their 2-year participation and interactions within the PCF Program structure. These PCF alumni reported high levels of satisfaction with the quality of their interaction with the Advisory Board members. They cited three primary ways in which mentors supported them: technical assistance and the sharing of best practices; providing a conduit for networking with professionals and projects at other institutions; and making themselves available to provide general advice and support to Fellows.

Top reasons given by these alumni for recommending PCF to other professionals are: learning from and networking with established national leaders in geriatrics and aging, and gaining knowledge and skills in making meaningful organizational change.

In general, PCF's core programmatic content is favorably viewed by these alumni. They were most positive about the Program's attention to developing business plans, measuring and presenting outcomes and building high performance teams.

On the whole, these findings correspond with those of a similar study conducted with Fellows in 2009. In both studies, Fellows emphasized the value of demonstrable improvements in organizational and individual outcomes resulting from formal mentoring, structured training and the extensive networking provided during the 2-year Fellowship. Results from both surveys speak to the consistent high quality of the PCF Program over time.

- **All 10 alumni agreed that their Fellowship led to improvements in health outcomes for older adults and in geriatric care at their home organizations. Most alumni indicated that their improvements were being adopted by other professionals in their organizations.**
- **PCF is most highly valued developing practice leaders through learning from and networking with established national leaders, and gaining knowledge and skills to make meaningful organizational change.**