



Implementation, Innovation, and Learnings from a two-year international Community of Practice (CoP) on Leadership Development in Fragility Fracture Management



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INTRODUCTION

- The field of fragility fractures with post-fracture care services is a constantly evolving environment
- Physicians that develop **leadership competencies** to effectively navigate interprofessional teams have a demonstrated positive impact on team functioning
- **Communities of Practice (CoPs)**:
 - Emphasize social nature of learning
 - Are effective in the development of **professional skills** and transfer of best practices.

OBJECTIVES

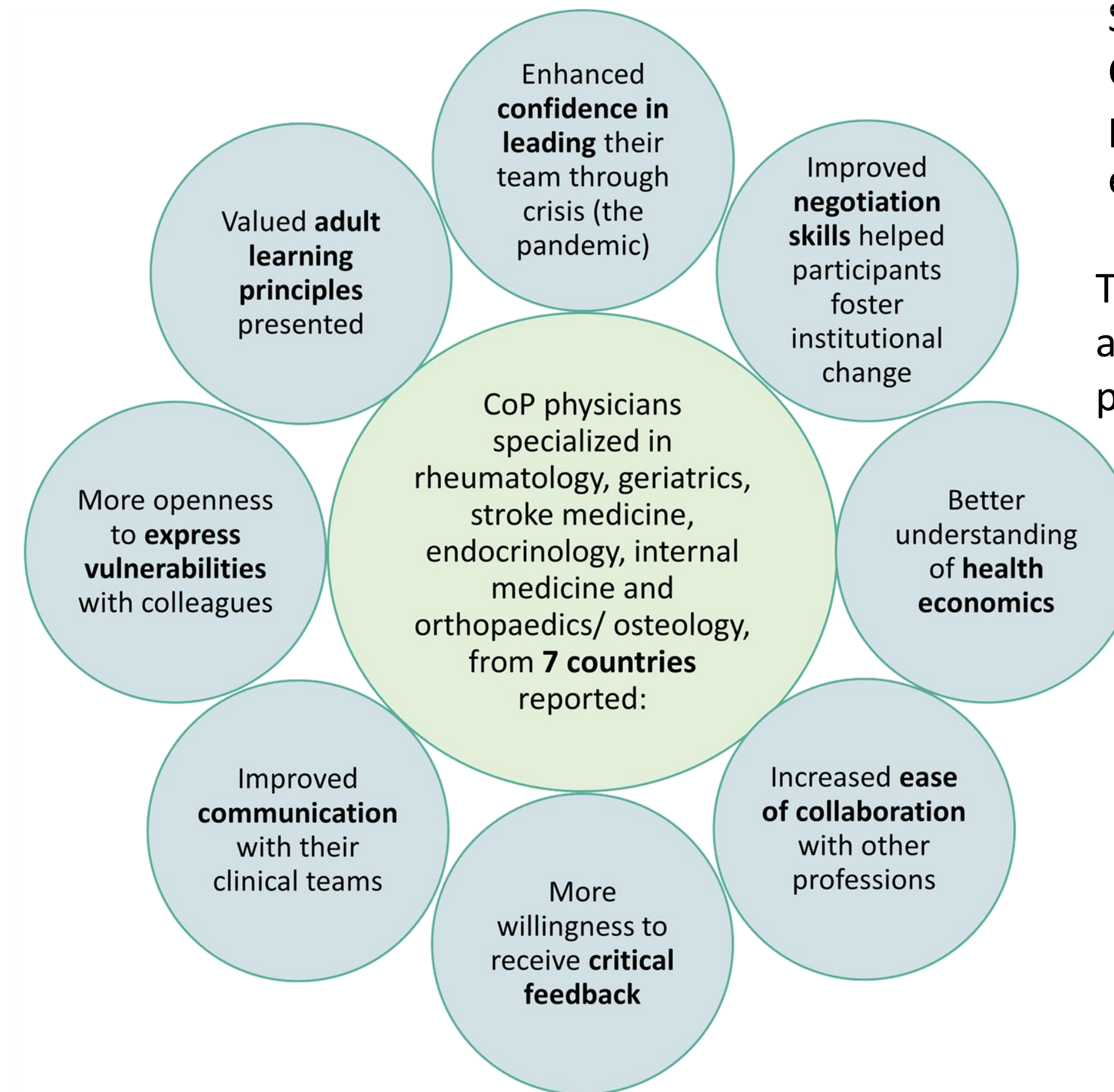
1. Provide a 2.5-year **CoP learning experience** for a heterogeneous group of HCPs
2. Develop **core leadership competencies** in fragility fractures
3. Facilitate the **translation of learning** in the participants' respective healthcare settings

METHODS

- A **2.5-year CoP** was developed to support an **international group (7 countries)** of **18 specialists** identified as future leaders in fragility fracture management towards improving their leadership competencies.
 - 8 interactive webinars
 - 3 half-day interactive webinars
 - 2 expert mentors and 1 CoP facilitator
- **Mixed methods program evaluation**
 - Continuous assessment
 - Combined qualitative and quantitative data (e.g., self-assessments, semi-structured interviews, observations, forum discussions)



CoP HIGHLIGHTS



CONCLUSIONS

Application of CoPs shows promise for the improvement of leadership competencies in clinical areas. CoPs could be particularly beneficial if they are adapted to the context of members, address specific real-world needs, and are adjustable to major contextual changes (such as the pandemic).

BARRIERS

Some physicians required time to get accustomed to the CoP concept and to develop trust with others but all participants later described the CoP as a beneficial learning experience.

CoP RELEVANCE

The learnings from this 2.5 year CoP could inform the design and implementation of similar future social learning programs.

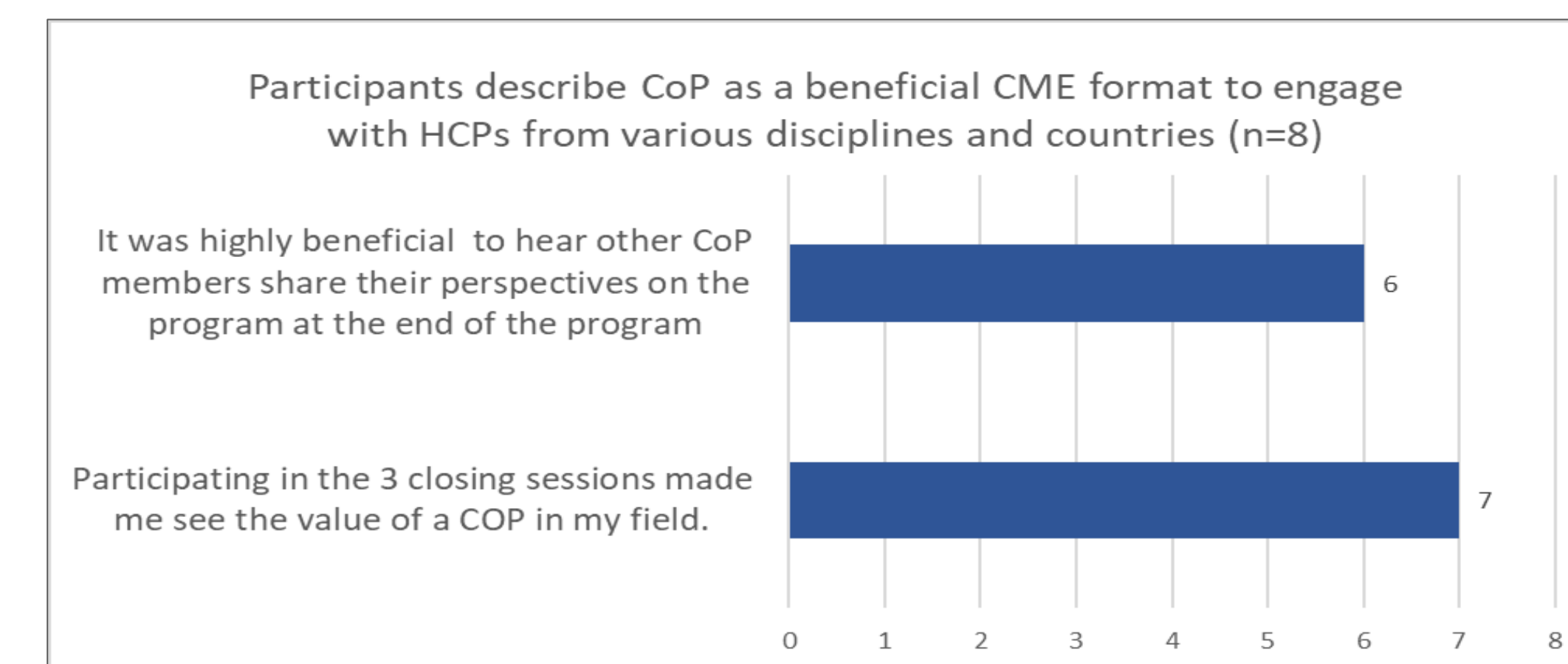
INSIGHTS FROM PARTICIPANTS

- CoP enabled participants to **develop leadership competencies**:

*"I've learned to communicate well, to motivate my team, handle and delegate responsibilities, listen and give feedback, and have the **flexibility to solve problems.**"*

- Perceived as a **naturalistic** learning, sharing, and **problem-solving** experience:

*"... it's **more stimulating and easier to learn, because you're doing it in a natural way.**"*



- Participants appreciated that the program was able to **adapt** to the reality of the pandemic:

*"I especially liked the webinars in which **we talked about our personal experiences on COVID pandemic**, and how different countries are different also [how] specializations go about it. I think it was kind of also **moral support** for the time."*