



# Moving Forward

NANT - Dialysis Boot camp  
Thursday - March 19<sup>th</sup>, 2015  
Las Vegas, Nevada  
John Sweeny

# Congratulations!

You've attended the annual NANT Symposium, learned a lot of new information and ideas and will be heading home.

Now is the time to ask yourself the question:

What will I do with my new found knowledge?

- a) File it away.
- b) Review it occasionally.
- c) Apply it to improve my performance.
- d) Pass it along to others.

# Passing Knowledge on to Others

- ▶ It improves the entire caregiver team which in the end, improves patient care.
- ▶ It establishes you as an educator.
- ▶ It demonstrates leadership.
- ▶ It sends a message to your management:  
*When you send me to a symposium, everyone can benefit.*
- ▶ It improves your personal understanding of the subject matter.
- ▶ Your presentation is already written! The lectures can be accessed from the NANT website.

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**NANT is dedicated to the education of Dialysis Professionals**

Replay

## Welcome to NANT

**NANT is dedicated to the education of Dialysis Professionals**

NANT promotes education and advances the professional role of the multidisciplinary team in delivering the highest quality of care to the chronic kidney disease (CKD) patient. It provides educational opportunities, represents the nephrology technology professionals in the regulatory and legislative arena, encourages the development of

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## Education

For information about Contact Hours, Certification, Legislation, Chapters, please go to ABOUT at the top navigation of this page.

### The New York NANT Chapter Presents:

#### NYC Dialysis Clinical Meeting

6.0 Contact hours available!  
16 November 2014, 8:00 am to 1:30 pm

Brookdale Hospital One Brookdale Plaza, Brooklyn, NY 11212

Contact NANT New York for more information:  
NANTNY@Yahoo.com  
917-971-0444

Download a Registration Form [here](#).

### 2014 NANT Symposium

2014 NANT Symposium



- 2015 Symposium
- 2014 Symposium
- 2013 NY Regional Meeting
- 30th Annual Symposium
- 2013 Symposium Presentations
- 2012 NY Regional Presentations
- 2012 Symposium Presentations
- 2011 Symposium Presentations
- 2010 Symposium Presentations
- 2009 Symposium Presentations
- NANT Supports Technician Certification
- Scholarships



# If you are going to teach adults, here's some things you need to know

- ▶ Learned Last = Best Remembered.
- ▶ Include all key points in the introduction to the session.
- ▶ Keep sessions short or recap often.
- ▶ The end of every session is important.
- ▶ Highlight key points.



# Appropriateness

- ▶ All training material must meet the needs of the participants.
- ▶ Identify why the participant needs to know the subject matter.
- ▶ Link new material to previous knowledge.
- ▶ Use examples which best match experience.



# Motivation

- ▶ Material must be meaningful and worthwhile to the participant.
- ▶ Trainer Motivation = Student Motivation
- ▶ Start sessions with known information and then move into the unknown.
- ▶ Learning is progressive. Motivation drives the process.

# Motivation Basics

- ▶ Motivation is the urge within an individual to have a need filled.
- ▶ It doesn't happen automatically.
- ▶ Trainers create this need.
- ▶ High Motivation = High Learning.
- ▶ Negative motivation (Learn or else!).
- ▶ Positive motivation (Neat to know).

# Reasons For Motivation

- ▶ Status
- ▶ Promotion
- ▶ New Technology
- ▶ Safety
- ▶ Reduction in Effort
- ▶ Fun to Know

# Creating Motivation

- ▶ Ask yourself why you'd want to learn the material you will present.
- ▶ Have multiple reasons.
- ▶ Talk to your group about their needs.
- ▶ Ask students about their expectations.

# 2-Way Communication

- ▶ Communicate with adults, not at them.
- ▶ Sessions must be interactive between the trainer and the trainee.
- ▶ Don't forget that body language is a form of communication.
- ▶ Ask for questions and comments.

# Feedback

- ▶ Adults need feedback to know how they are doing.
- ▶ Feedback should occur as soon as possible.
- ▶ Acknowledge proper actions.
- ▶ Reinforcement and feedback go hand in hand.
- ▶ Feedback should be both positive and negative.

# Active Learning

- ▶ “Learn by doing”.
- ▶ Get people to do what they are being instructed to do.
- ▶ Use exercises, questions, quizzes.
- ▶ Remember that 20 minutes is about as long as an adult can go without some interaction or discussion.
- ▶ Teaching is easier than unteaching.



# Multiple-Sense Learning

*I hear and I forget,  
I see and I remember,  
I do and I understand.*

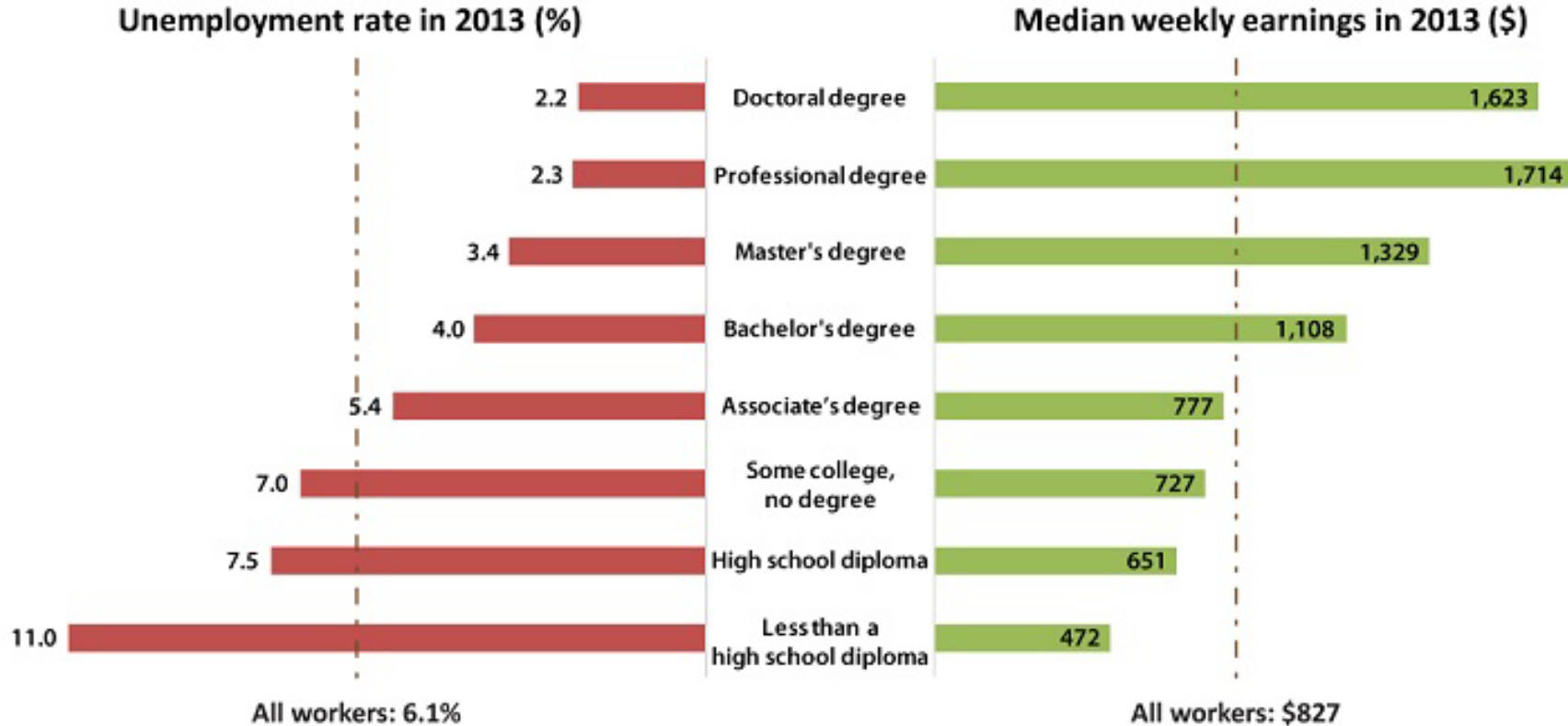
**Confucius c. 450 BC**

# Exercise

- ▶ **Repetition creates retention.**
- ▶ **Present the same material different ways.**
- ▶ **Summarize frequently. Always at the end of a session.**
- ▶ **Ask questions that utilize newly learned information.**
- ▶ **How well do you remember without repetition?**
  - ▶ **25% lost in 6 hours**
  - ▶ **33% lost in one day**
  - ▶ **60% lost in 6 weeks**
  - ▶ **84% lost in 12 weeks**
  - ▶ **99% lost in one year!**

# Education Counts

## Earnings and unemployment rates by educational attainment



Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.  
Source: Current Population Survey, U.S. Bureau of Labor Statistics, U.S. Department of Labor

# Nursing Salaries vs. Degrees

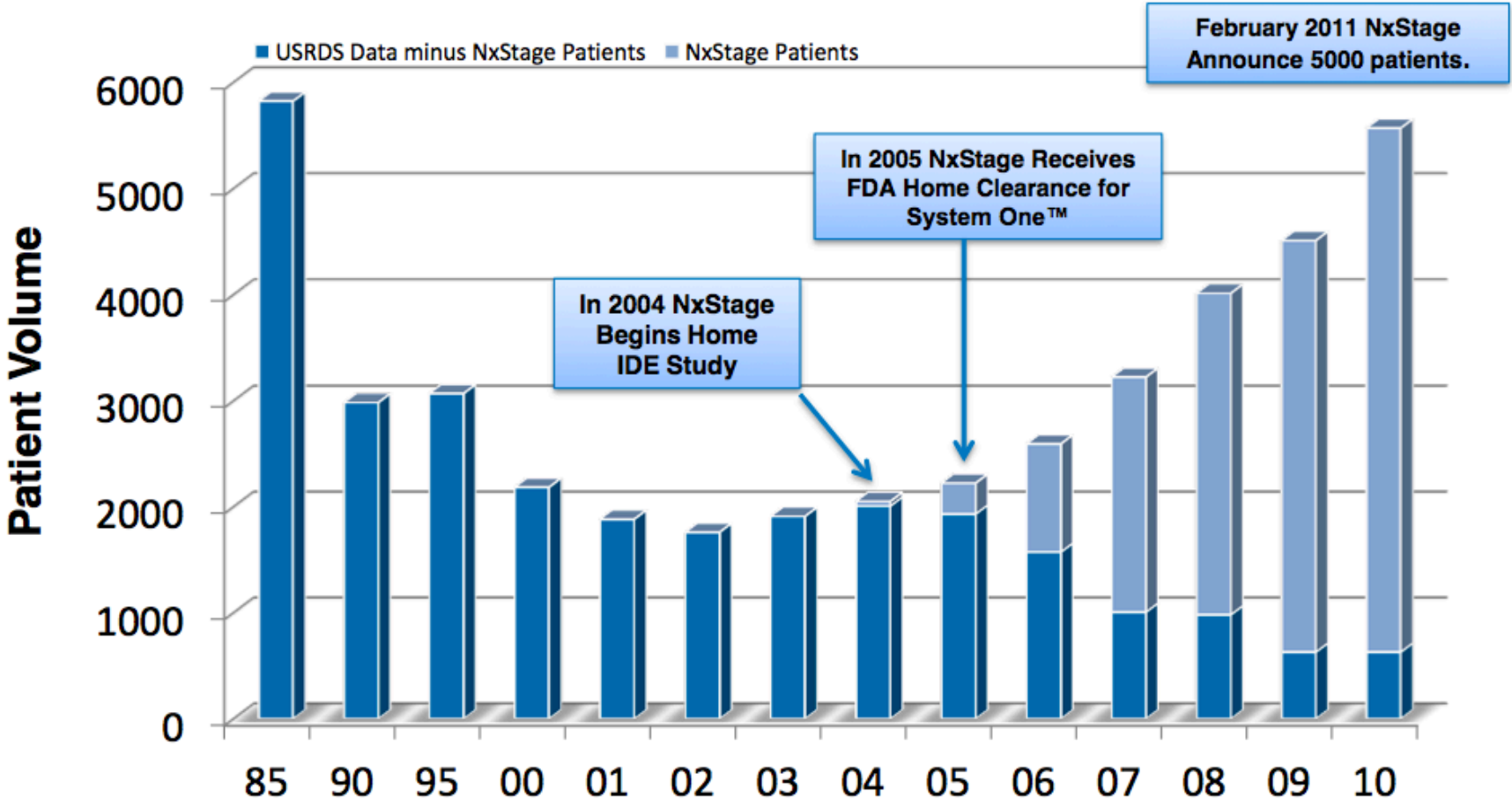
- ▶ Nursing Aides make \$24,400 per year.
- ▶ Licensed Practical Nurses make \$41,540 per year. (+70% vs. NA)
- ▶ Registered Nurses make \$65,470 per year. (+58% vs. LPN)
- ▶ Nurse Midwives make \$89,600 per year. (+37% vs. RN)
- ▶ Nurse Practitioners make \$89,960 per year. (+37% vs. RN)
  
- ▶ Registered Nurse in Renal Care
  - ▶ Davita - Average = \$63,500 - Range: \$57,000 to \$73,000
  - ▶ Fresenius - Average = \$63,500 - Range: \$58,000 to \$73,000

# Patient Growth - 2000 to 2014

## Top 10 Companies in the USA

Year	Total Patients	HD Patients	PD Patients	Centers
2000	180,737	163,559	15,840	2,323
2002	202,583	187,637	17,946	2,585
2004	223,750	204,947	18,803	2,936
2006	247,436	228,329	19,397	3,244
2008	274,438	253,582	20,474	3,682
2010	311,634	288,474	23,159	4,185
2012	352,225	321,787	30,448	4,608
2014	396,019	357,595	38,424	5,161
Growth/Yr.	5.7%	5.6%	6.5%	5.9%

# Home HD Growth



# Healthcare Technology and Trends

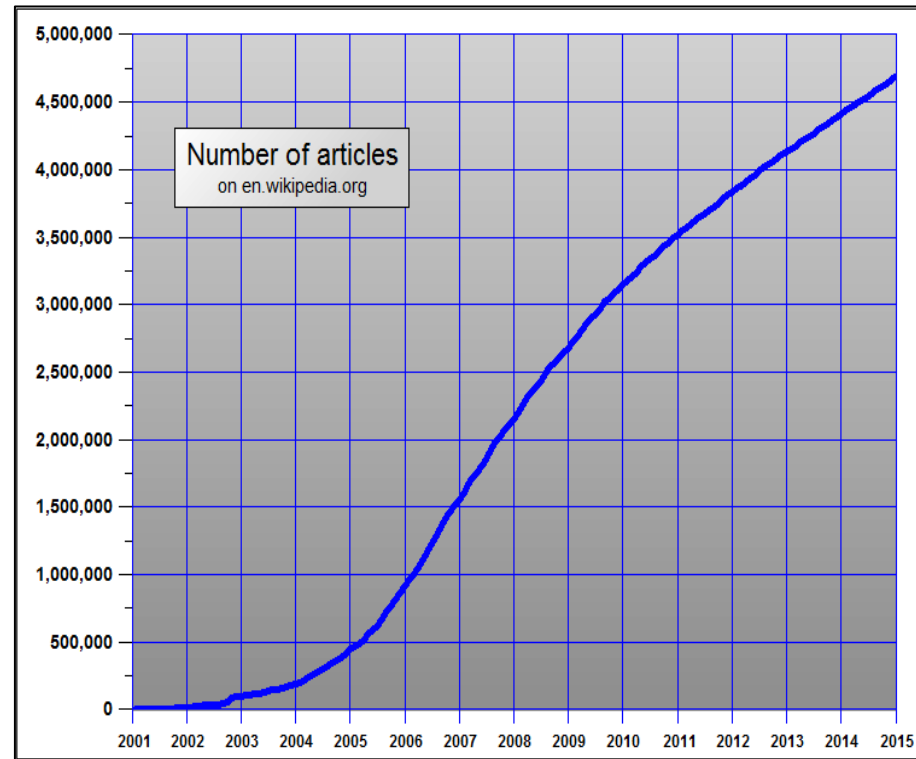
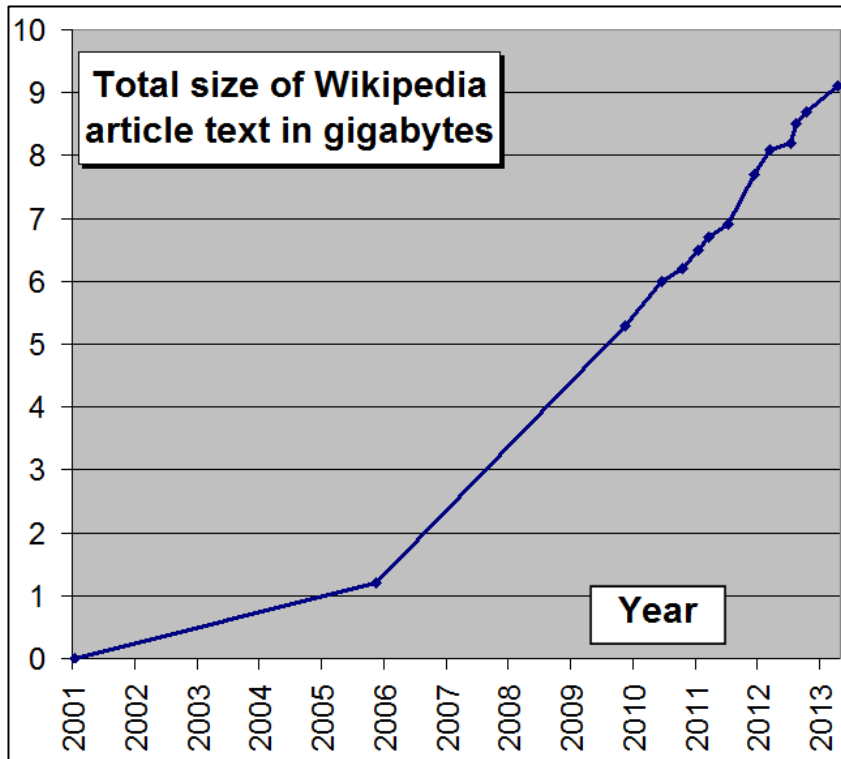
- ▶ Aging Population
  - ▶ 2000 = 36 million @ 65+, 2030 = 72 million @ 65+
  - ▶ Fastest growing renal population = 75+
- ▶ Targeted Treatments
  - ▶ Uses generic/molecular testing
  - ▶ Matches the drug to the patient
- ▶ Electronic Medical Records
  - ▶ 38% of physicians now use them
  - ▶ Patient has direct access
- ▶ Telemedicine
  - ▶ Online real time patient/physician interaction
  - ▶ Eliminate office visits
- ▶ Patient-centered Medical Homes
  - ▶ Physician acts as a health coach
  - ▶ 24 hour access via email, phone, internet



# Knowledge Growth (Linear vs. Exponential)

- ▶ 20<sup>th</sup> century - linear, 21<sup>st</sup> century - exponential
- ▶ Assume linear growth of knowledge increase at 5% of known information in 2000 for each successive year
  - ▶ By 2010 the knowledge base would be 50% greater
  - ▶ By 2020 it would double
  - ▶ By 2100 it would have increased by 500%
- ▶ Assume exponential growth of knowledge at 5% of known information in 2000 compounding each year
  - ▶ By 2010 the knowledge base would be 63% greater
  - ▶ By 2020 it would be 165%
  - ▶ By 2100 it would be 13,050% !!
- ▶ Put yourself in “Education Mode” if you want to keep up.

# Wikipedia Growth



# Key points to remember

- ▶ Monitoring Strategies for Water Systems - Joe Johnston
- ▶ Should operate and maintain the fluid systems so that they perform at their design capability and not at a level that is merely meeting regulatory requirements.
- ▶ Should be sensitive to changes in the fluid systems and intervene before the fluid quality becomes non-conforming (pro-active intervention vs. reactive corrective action)
- ▶ The goal is not to be good enough - it is to be as good as possible. Would you want any less from your personal healthcare provider?

# Key points to remember

- ▶ Current Survey Citations and How to Avoid Them - Joan Travis, RN
- ▶ CMS Conditions for Coverage & Interpretive Guidelines are the "Playbook" of Dialysis. Understanding and ensuring compliance with the V-tags is the key to avoiding citations.
- ▶ <http://www.cms.gov/Medicare/Provider-Enrollment-and-Certification/GuidanceforLawsAndRegulations/Dialysis.html>

# Key points to remember

- ▶ End of Life Issues - Jeffery Lux, MSW
- ▶ It is in respecting the finite limits of our lives, that we get to appreciate the moments. Our patients truly share a part of their lives with us, even if it is 9-12 hours a week, antidotes, fears, joys, and moments in between. When you talk about preparing what you would or would not want in medical choices or after death arrangements, it can serve as a catalyst to appreciate present moments in life. The Past is gone, the Present is NOW , and Tomorrow is never guaranteed.

# Key points to remember

- ▶ Fears and Tears: A New Way of Looking at Emotions in Dialysis Patients - *Terri J. Cally, L.M.S.W.*
- ▶ I would like the participants to believe that our emotional responses to situations are as real and “wired” into us as our skin color, or the length of a giraffe’s neck, or the size of a mouse’s ears. Some of our emotions, like the ability to cry are adaptive, and some, like the primitive fight or flight response really aren’t so adaptive for us anymore, but are none-the-less real.

# A True Story - A Model for Learning

- ▶ When I completed all my classes in college and had been told that I would graduate, it occurred to me that I didn't feel very smart.
- ▶ I went to the head of the Physics department to complain that I had not gotten my moneys worth.
- ▶ He was thrilled.
- ▶ Being a Physics major himself, he did what all physics people do, he built a model to explain my situation.
- ▶ Here's the model.



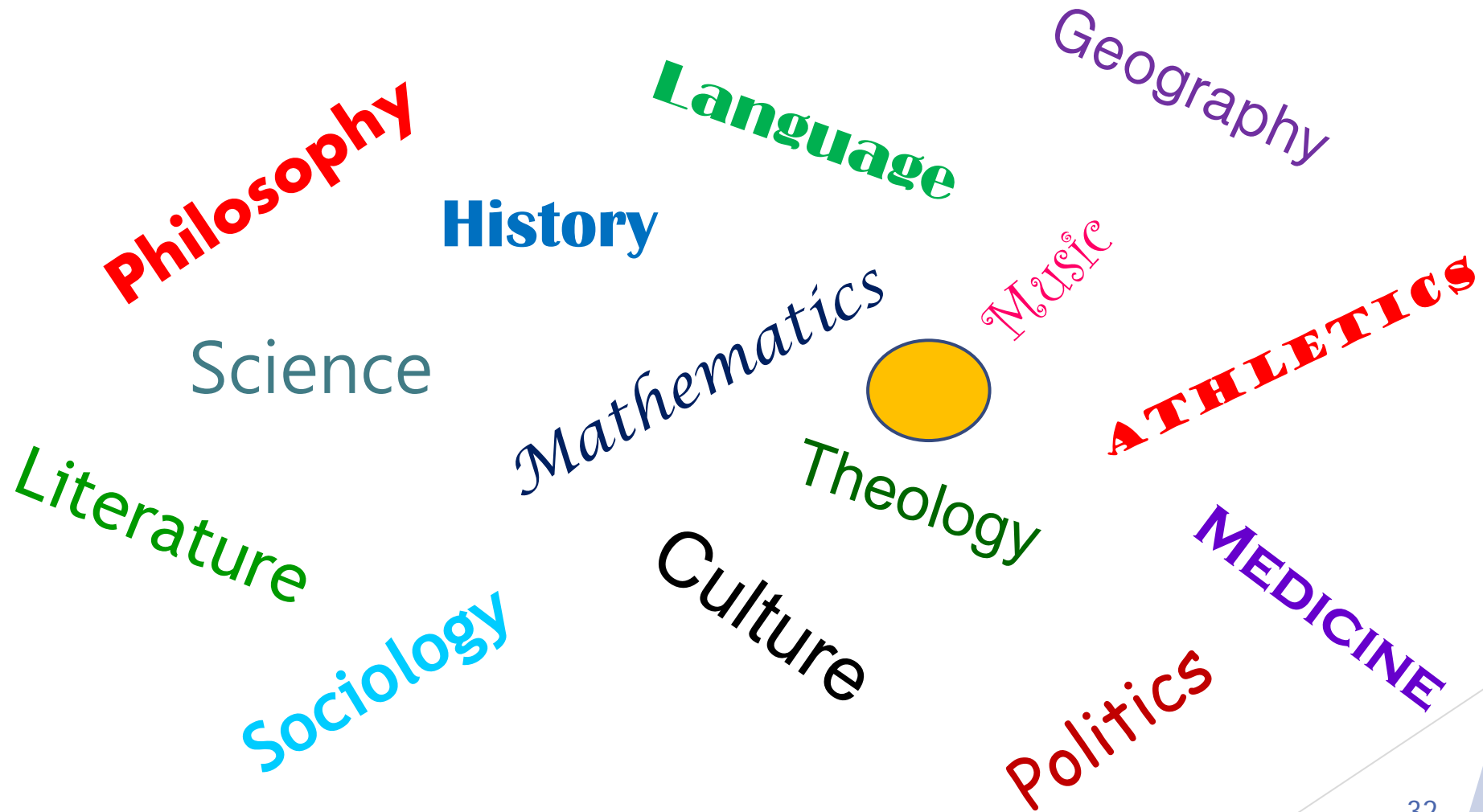
Picture this room filled with all the world's knowledge

**Philosophy**  
**Language**  
**Geography**  
**History**  
**Science**  
**Mathematics**  
**Music**  
**Literature**  
**Theology**  
**ATHLETICS**  
**Sociology**  
**Culture**  
**POLITICS**  
**MEDICINE**

Now picture a ball filled with what you know floating in this room.



Here's the key question. What does the surface of the ball represent?



# The surface of the ball represents what you realize you don't know.

- ▶ Keep the ball small and you can do through life rather contently not realizing what you're missing.
- ▶ Get the ball large enough and the surface area will begin to bug you.
- ▶ You'll start to want to learn more of what you are aware you don't know.
- ▶ Learning things you don't know is very satisfying.
- ▶ Beware! It's a trap. The ball will get even bigger and bug you even more!
- ▶ You will spend the rest of you life learning and in the end realize that you've enjoyed the experience more than you ever expected.

*Thanks for coming to the symposium and spending some time with me and all the other speakers.*

*My wish for you is that your ball has been made big enough that you can have as much fun learning new things as I have.*