

Climbing Your Career Ladder

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March 2, 2010



Who Am I?

- Over 30 years in the dialysis field
- Worked as a dialysis technician in India
 - “Giving life to the lifeless”
 - There was no going back
- Dialysis facility administrator
- Past NANT President



Why are WE here?

- Why am I here?
 - To share my path of professional growth
 - My personal connection to dialysis technology
- Why are you here?
 - To determine your career goals and find ways to achieve them



The Early Days

- 1970s
 - BONENT exam- not mandatory back then
 - Hemofiltration research
 - Coil and Kiil Dialyzers, RSP Machines, manual calculations
 - All opportunities welcome – each challenge offered new knowledge and valuable experience

Professional Organizations

- NANT- Past President
- BONENT- Former VP
- World Renal Council
- ESRD Network
- NKF, NY & Singapore
- ISN, India



Opportunities for Advancement

Technical

- Patient Care
- Biomedical Technician
- Access Manager
- Preceptor
- Infection Control Specialist

Managerial

- Quality Assurance Manager
- Chief Technician
- Biomed Coordinator
- Facility Administrator
- Sales Rep
- VP!!.....



What will the future bring?

- 750,000 ESRD patients expected in 2015
- Expansion of dialysis centers
- Increased need for technicians
- Increase in corporate-run centers
- Nephrology nursing shortage



2010 CMS Rules & Regulations

- PCT Certification required
- Reimbursement is based on quality care
- Monthly reporting of outcome measures
- Modality changes



PCT Performance on the Dialysis Team

Basic PCT Competencies

- Access Mgmt
- Optimal utilization of dialysis machines to enhance patient outcomes
- Appropriate monitoring
- Bedside manners



Self Empowerment

- Don't allow others to determine your destiny
- Your Career vs. Your Job
- Be willing to take risks
- Seek out new opportunities
- Long-term vision

“Whoever I am , or whatever I am doing, some kind of excellence is within my reach.” John W. Gardner

Self-Empowerment

- Ask questions and be curious!
- Avoid a WIIFM Attitude
- Compensation and title will follow
- Stand out amongst your peers

“You can’t teach a man anything. You can only help him discover within himself” --Galileo

Empower Others

- Empower Yourself by Empowering Others!
- Lead by example- Create a “ripple effect”
- Encourage questions
- Learn from all those around you
- Appreciation, Approval, Attention



Final Thoughts

- Challenge for all of us here today:
 - Attend 1 educational offering
 - Take that learning back to your team
 - Network with people that are in a role that you want to get to
 - Ask your manager for 1 developmental opportunity

- NANT and You





<http://anyq.cn/GUEST/>





