

PEOPLE: PLEASE TRAIN ME!



SPD LEADERSHIP EXPERT

BEYOND
CLEAN

John Kimsey

VP, Processing Optimization &
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Beyond Clean SPD Leadership Expert™:

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It's time we elevate our training programs from boring to competitive advantage. While education is usually defined as imparting knowledge and training or teaching how to perform a task, I'll use training to cover both aspects. I apologize if you think I'm calling your training program boring, but I've seen a fair amount of boring programs that lost their excitement somewhere along the line.

So, why competitive advantage? Our employees and employment culture demand it. Things have changed in the past three years and if we're going to attract top talent to our industry and keep them excited about Sterile Processing—so they make it a career versus a one-year job on their resume—we must view training in a different light.

Training is about employee engagement, employee excitement, and a reason for coming to work. Secondly, it's about why we do specific tasks (education) and how we perform the task (training). Viewing your training program through the lens of employee engagement changes how you train new hires and experienced staff. It may even change the profile of what you think a successful SPD Educator brings to the table. I see today's educator bringing an outgoing personality, overflowing positivity, and a passion for Sterile Processing that's contagious. Someone who makes learning fun again and can turn the most boring topic into an engaging session that's not forgotten!

Our training programs must also be more than annual competencies. All employees should receive annual refresher training to ensure compliance with standard methods while highlighting the importance and excitement of what they do and its impact for our patients. Let's make training exciting and the event employees look forward to and remember. Let's create a culture where our teams demand we train them!

Have more questions? Contact John at: john_kimsey@steris.com

Beyond Clean SPD Leadership Expert™ Biography:

John Kimsey
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John Kimsey is a seasoned healthcare management professional who helps leadership teams and Sterile Processing departments optimize operational performance. Leveraging 10 years of non healthcare management consulting experience, he joined STERIS in 2001 and began to merge lean operational approaches with healthcare's clinical requirements, creating a new vision for Sterile Processing.

His first published article in 2005, "The Sterile Processing Factory Goal: 100% 3 " solidified his approach by elevating Sterile Processing and incorporating best practices with People, Process, and Leadership providing efficient and quality patient outcomes. In the years' since, John has been published several other times and spoken at national and international conferences on sterile processing topics John has managed both onsite and offsite reprocessing centers, consulted large and small healthcare Customers, spoken internationally on Lean Sterile Processing, and continues to offer advice and hands on assistance to optimize customer's reprocessing departments.

At STERIS, John helps customers, industry partners, international teams, and healthcare systems optimizing their SPD/CSSD operations for measurable success. Whether solving labor shortages, leadership deficiencies, strategic decisions, or process and quality issues, John comes with a desire to see people succeed.

The logo features a red ECG line on the left, followed by the word "BEYOND" in black, "CLEAN" in red, and a red horizontal line on the right.