

## GAP ANALYSIS\*

### Definitions

*Practice Gap:* The difference between health care processes or outcomes observed in practice and those potentially achievable on the basis of current professional knowledge.

The difference between the ACTUAL and the IDEAL. (What is the problem/ issue?)

*Educational Need:* The knowledge and training which will address the identified practice gap. (What education is needed to address the problem? Why does the gap exist?)

### Video Resources

[Addressing Practice Gaps](#)

[Closing Practice Gaps: Educational Needs](#)

[Educational Terms: Knowledge, Competence, Performance, and Patient Outcomes](#)

## GAPS AND NEEDS

### EXAMPLES OF PROFESSIONAL GAPS AND EDUCATIONAL NEEDS

State the problem or gap in practice (difference between current state and desired state or opportunity for improvement) that this activity is designed to address?

Physicians who hold key positions in academic medical centers often lack sufficient leadership & management skills. Physician leadership is essential for the survival of teaching hospitals. Despite challenges in quality, safety, patient centeredness and cost, healthcare in the past has been slow to adopt leadership practices of highly effective organizations. Collaborating with non-physician leaders is required to address the complex challenges academic medicine faces. Importantly, physicians must take a proactive role in healthcare delivery system innovation, which will require further leadership preparation.

State the educational need(s) that you determined to be the cause of the professional practice gap(s) (check all that apply):

Knowledge Need *and/or*

*Add more detail based on the Knowledge need (50 words max):*

Undergraduate medical education and post-graduate training does not provide opportunities for physicians to enhance their **knowledge** and understanding and development of leadership skills, as it focuses primarily on the study of medicine, health, and patient care.

Competence Need *and/or*

*Add more detail based on the Competence need (50 words max):*

Similarly, undergraduate medical education and post-graduate training does not offer programs that enable physicians to improve their **competence** around leadership skills, nor do these schools and academic hospitals train and educate physicians on the unique culture that emerges in a healthcare setting.

Performance Need *and/or*

*Add more detail based on the Performance need (50 words max):*

Because physicians typically do not receive formal education or training in leadership, their **performance** in leadership/management roles may be less effective than others, which may result in issues and challenges with collaboration, problem solving, and leading their healthcare teams.

\*Source: Stanford University Center for Continuing Medical Education