

Hot Topics in Dietetics

Aviva Stadium

11th October 2013



Highlights from the Soilsíú 'Hot Topics in Dietetics' Meeting 2013:

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Abbott Nutrition hosted a very successful and well attended educational evening on 11th October in the Aviva Stadium, Dublin. The topics presented at the meeting were gathered from a survey which was sent to Irish dietitians. This report contains a summary of the sessions, written by dietitians who were all in attendance.

The presentations will be available on the Abbott Nutrition website www.abbottnutrition.ie. We very much welcome your feedback and look forward to continuing to provide you with ongoing CPD.

With special thanks to Clíodhna McDonough, Eimear Kelleher, Yvonne O'Brien, Maeve Doherty and Eimear Mahon for their contribution to this newsletter

Lorraine Moran

Lorraine Moran, Senior Dietitian, ANI



FLOURISHING: THE ART & SCIENCE OF BEING AT YOUR BEST

by Clíodhna McDonough (Clinical Dietitian, St Colmcille's Hospital, Dublin)

Fiona Burke, Country Manager Abbott Nutrition, opened the meeting with a thought provoking reflection on working through current challenging times. Dr Maureen Gaffney followed with a very insightful presentation highlighting key points from her recently published No. 1 international bestseller book 'Flourishing'. Dr Gaffney, a distinguished Clinical Psychologist, has spent many years working as Director of the Doctoral Programme in Clinical Psychology in Trinity College Dublin as well as enjoying a successful career as an author, columnist and keynote speaker.

In her book, she shares research and ideas to assist in achieving a deeper sense of well-being, meaning and purpose, despite and indeed very often because of adversity.

The central theme to the presentation was based on the premise that flourishing people are not just happier - they are more productive, more innovative and creative, have better judgment and make better decisions. Dr Gaffney believes passionately that not only is it possible for us to flourish, but in an increasingly uncertain world, it is essential that we plan to do so.

The presentation explained that adversity can be a positive turning point in our lives if we decide that our goal is not merely returning to the status quo, but having better lives.

The presentation identified four key elements of flourishing:

CHALLENGE

Being at your best is often provoked by a challenge albeit negative such as a family crisis or work obstacle. Persons often need such challenges to rise, make things happen and be at their best.

CONNECTIVITY

You are often at your best when you feel connected both within and around you. Persons are more readily able

to achieve their best when in tune with others or their organisation.

INNER FREEDOM/AUTONOMY

To flourish, you must have the feeling that you can use your free will to set the direction of your life, that you have sufficient elbow room to act and that your opinion counts for something. It also means not being held back by inner thoughts of self doubt or negative attitude.

USING YOUR VALUED COMPETENCIES

Flourishing means feeling that you are using your valued competencies and doing what you were put into the world to do. Each person has a special subset of competencies that they excel at, for example, an ability to communicate, a facility for resolving conflicts, or a knack to pinpoint the essentials of an issue. It is key to use one's abilities to their best.

"...a little over 20 per cent of us are succeeding, a further 20 per cent are languishing"

The presentation recognised that we all want to flourish and be at our best; however, the reality is that at any one time only a little over 20 per cent of us are succeeding, and a further 20 per cent are languishing.

The majority of people – nearly 60 per cent – are in between, stuck in



'ordinary mode', living fairly happy and productive lives but lacking the emotional vitality that comes with flourishing.

Over the last fifteen years, evidence has mounted steadily that not only do we want to flourish in our individual lives, we need to flourish at work. Success at work is increasingly less to do with traditional or technical expertise and much more to do with self development what is now called 'emotional intelligence'. Interestingly IQ in combination with technical expertise accounts for only between a quarter and a third of work success, with emotional intelligence accounting for the rest.

"...to be at our best at work, we have to get our head and our hearts to cooperate..."

Research shows that the more senior the job the more important emotional intelligence is. A study of hundreds of top executives at fifteen global companies found that just one cognitive ability distinguished 'star' performers from average performers that were 'big picture thinking'. This refers to the ability to select the most important trends from the mass of information around them and to think strategically far into the future.

A large research study of senior management in global multinational companies showed that 90 per cent of the

leader's success was due to emotional competencies: their self confidence and drive to meet challenges, and their ability to lead a team effectively, to influence people and to understand group dynamics. A key message from the presentation was that to be at our best at work, we have to get our head and our hearts to cooperate and work together as a team.

Dr Gaffney explained that there is a basic underlying dynamic that distinguishes flourishing from 'normal functioning, and normal functioning from 'languishing'. This dynamic is referred to as the ratios of positive to negative for a flourishing life. The premise of this dynamic is that there is a meter in the human brain that is continuously registering negative and positive emotional reactions to internal and external 'events'. Each emotion triggers a cascade of changes in thinking, in body and in behaviour.

The crux of the Flourishing approach lies in a mathematical equation, in short the ratio of positive to negative messages we experience, both internally in the form of our own self-talk and externally from the dialogues and messages around us.

"...we need a 3:1 positive to negative thought ratio as a minimum"

In order to fully flourish and achieve happiness we must meet an optimum 5:1 ratio of positives to negatives in our daily lives. We need a 3:1 positive to negative ratio as the minimum platform for positive functioning, should we dip below the critical threshold of a 3:1 we find ourselves in the 'languishing ratio' of performance. Conversely should we should we achieve a high ratio of 12:1 it will lead to a flourishing break up. It is therefore critical that we focus on building the positives within ourselves and our organisation.

Dr Gaffney listed key elements which are required to help us build on the positive:

1. Build your capacity for happiness
2. Set yourself goals
3. Control your attention

4. Always know your positive purpose
5. Take charge of your mood
6. Master the art of vital engagement
7. Build meaning in your life: feeling that you matter and what you do matters
8. Build your resilience
9. Stop sabotaging yourself: You can't be driven crazy without your full cooperation
10. Embrace the future: Optimism really counts

"...those people who smile frequently create a simple but effective 'circle of influence' with others"

The audience learnt that in order to achieve life success we must build on our individual happiness; happier persons are more likely to enjoy work and be promoted as opposed to those people who harbour high levels of negative emotions. The example of 'the predictive power of the smile' explained that those who smile frequently create a simple but effective 'circle of influence' with others, as it creates an instant likeability where people are more likely to enjoy frequent interaction with that person and in turn tend to feel they can discuss important matters in any given environment.

Dr Gaffney summarised the presentation by stating that the two basic ways to flourish are to consciously and actively build the positive in yourself, in others and in organisations you care about and consciously and actively reduce the negative in yourself, in others and

in organisations you care about. One person's positivity directly causes another person to feel positive. The more direct and face to face the interaction the stronger the influence. The effect spreads throughout social network even to those we don't realise at the time.

"...every positive colleague increases your happiness by 9% and each unhappy colleague decreases it by 7%"

Interestingly research has shown that every positive colleague increases your happiness by 9% and each unhappy colleague decreases it by 7%. So if you can add three positive people to your network your positivity increases by nearly a third.

Dr Gaffney concluded the presentation with an inspirational quote from David Landes during his economic history tour de force, The Wealth and Poverty of Nations:

"In this world the optimists have it, not because they are always right, but because they are positive. Even when wrong they are positive, and that is the way of achievement, correction, improvement and success. Educated eyes-open optimism pays; pessimism can only offer the empty consolation of being right. The one lesson that emerges is the need to keep trying. No miracles. No perfection. No millennium. No apocalypse. We must cultivate a sceptical faith, avoid dogma, listen and watch well, try to clarify and define ends, the better to choose means."





HOT TOPICS IN THE ACUTE AND COMMUNITY SETTING

by Eimear Kelleher, Dietitian, Mater Misericordiae Hospital, Dublin
and Yvonne O'Brien, Community Dietitian, North Lee Community Services, Cork

Following on from an inspirational presentation by Dr Maureen Gaffney and a thought provoking opening address reflecting on working through the current challenging times, by Fiona Burke, Country Manager Abbott Nutrition, Dr Stephen Taylor's topic was highly suited as he brought both these aspects into his discussion, highlighting the benefits of taking on an extended scope of practice which cannot be attained through standard training. Dr Stephen

Taylor is a research dietitian in Frenchay Hospital, Bristol, UK.

Extended practice is defined as the enhancement of normal practice. There may be new skills to acquire, training to undertake and competencies to achieve to meet the requirement of extended practice. Our roles as dietitians, are dynamic and what may be considered extended practice now may be standard practice for dietitians in the future. Dr Taylor presented on this highly topical area, incorporating his own personal experiences in the area.

His talk focused on three main areas:

INNOVATION

Currently an area many people may shy away from, Dr Taylor highlighted this as an exciting area for involvement. He invited the audience to think of products or equipment that may currently be lacking from their area of work and to consider whether the development of such items may be needed.

Dr Taylor has recently developed an innovative computer programme 'FeedCalc' which uses evidence based calculations to estimate energy and nitrogen requirements, incorporating stress factors and activity levels. It has the option of using various equations as chosen by the dietitian and includes many variables such as ethnicity, body temperature and current clinical status.

The software minimises mathematical error, automatically matching disease specific equations to the correct BMR and provides options for suitable feeds. There are built in safety mechanisms as the software computes the macro and micronutrient breakdown and provides information on percentage adequacy or toxicity. It is available for free download via the website www.nutritionsupport.info.

EXTENDING PROCEDURES: TUBE PLACEMENT

Dr Taylor is highly experienced in NG and NJ tube placement. Dr Taylor shared key learning points with the audience from his experience and his training of others. In order to practice this extended role, knowledge in anatomy and



technique, practical in tube placement training and insurance is vital.

This is an area in Ireland where there is no standard protocol or training for dietitians. We must consider this if we wish to extend our practice into this area. It is vital to build our bank of experience on a practical level to gain confidence and skill.

RESEARCH

Dr Taylor briefly touched on the area of research and encouraged us as a profession to become more involved in it. He felt that research should be in an area that interests you and should solve problems with potential cost-effective solutions available. It is essential to set up a team with a defined skill set and to seek permission and funding before beginning. Clinical workloads have become increasingly demanding. Therefore as a profession we may not give adequate time to focus on research and audit. This is a pattern that must change if we are to advance in our practice, gain further respect from other health professionals and highlight the need and worth of our profession.

In summary, Dr Taylor stressed that at senior level we should strive for some component of extended practice within our roles. Dr Taylor encouraged the formation of an extended scope of practice Special Interest Group, to share experiences and support development of the area.



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LEADING THROUGH TURBULENT TIMES

by Maeve Doherty, Dietitian Manager, Portlucan Hospital, Galway

Phil Flood, Vice-President of the INDI introduced Amanda Cahir-O'Donnell, who delivered this interactive and engaging session. Amanda is the founder of TIO Consulting Ltd and a highly experienced leadership consultant, author and executive coach. Amanda is the program leader for the much anticipated INDI & Abbott Certificate in Management and Leadership

programme in 2014.

Amanda highlighted that everyone has potential to develop and enhance their leadership skills. In order to develop as a leader, she recommended undertaking the following steps:

TAKING STOCK

Take stock of the whole of your personal and professional life. She stressed the importance of considering our own goals and objectives, assessing our own needs and asking yourself, "What is the life you want?"

TAKING CONTROL AND MANAGING YOUR TIME

Amanda explored the *Priority Matrix*, *Important and Urgent Matrix* to assist prioritising time and tasks. This can help you reassess how you are spending your time and assist you in getting

urgent and important work done.

PLANNING

Amanda outlined that the key to successful planning is to plan both work and time. The importance of scheduling quiet time when you can effectively get work accomplished without disturbance is essential.

TAKING CHARGE – LEADING YOUR TEAM

Amanda asked us to consider the characteristics and descriptors of the following team members

- The **Enthusiastic Beginner**
- The **Disillusioned Learner**
- The **Capable but Cautious Performer**
- The **Self Reliant Achiever**

We discussed the characteristics of individuals who are at one of these four



developmental levels and how to manage this workforce to aid development and optimum performance in a team. Staff may be at different levels and may require different supports from their leaders to enable them to perform effectively e.g. delegation, support, coaching or direction.

TAKING ACTION – WHAT WILL YOU DO?

Finally Amanda asked each of us to write down what we will commit to doing (in the next week/month) as a result of attending this session and our commitment to these actions. These were put into envelopes which Abbott will post to each of us in a few weeks' time. The session prompted discussion regarding the challenge of keeping morale, motivation and enthusiasm levels up amongst staff, avoiding burn out, managing workloads in stressful environments and making/protecting time to ensure that planning and other important activities are not neglected.



MANAGING CHILDREN WITH MALABSORPTION

by Eimear Mahon, Dietitian, The Children's University Hospital, Temple St., Dublin

Following on from Roslyn Tarrent's informative and interesting update of current research presented at ESPGHAN, Dr David Campell discussed the management of children with malabsorption. Dr Campell has held the position of Consultant gastroenterologist at Sheffield's Children's Hospital for the past seven years.

Dr Campell spent three years in the Gambia conducting research during his medical training and he has had a number of his research papers published. His presentation was a comprehensive look at malabsorption; what it is, how it presents, how it is diagnosed and finally how it is medically managed.

His clinical experience has shown that patients rarely present with the classical presentation of malabsorption described in text books and that detective work is required.

Dr Campbell encouraged thorough questioning and specifically highlighted the importance of asking the right questions.

Diagnosis is achieved through the accumulation of the patient history, medical examination and special investigations. Dr Campbell reminded us

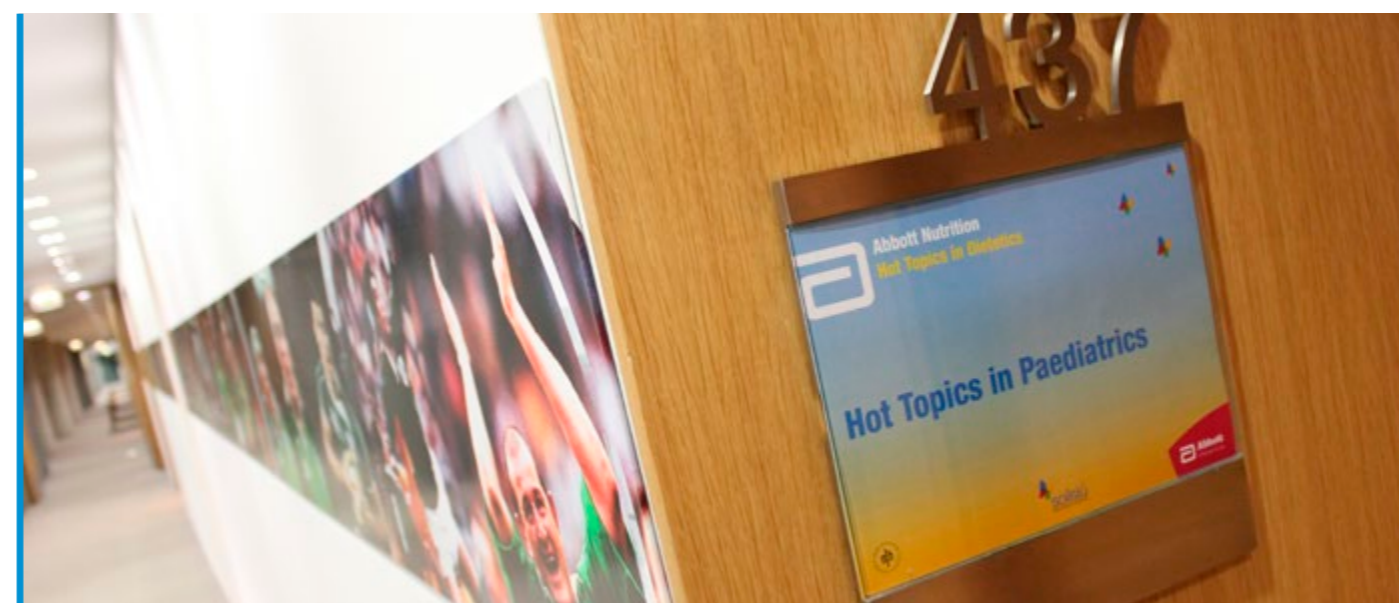
that malabsorption is not a diagnosis; it is the consequence of the diagnosis. Diagnostic investigations of the small bowel have been improved with some exciting new technologies. Wireless capsule endoscopy is one such method which tracks a wireless capsule as it passes through the small intestine. It sends high definition magnified pictures every few seconds during its transit.

Dr Campbell also described a procedure called the double balloon enteroscopy which has transformed endoscopic evaluation of the small intestine by allowing access to areas beyond the reach of conventional endoscopes.

Dr Campbell completed his presentation by discussing some relevant case studies. He also reported on the recent changes in the diagnosis of coeliac disease in children.

Some of the key learnings from this presentation were:

- 'If you're losing calories, it smells'. With GI disease, calories in and calories coming out needs to be monitored closely to achieve growth and adequate weight gain.
- The importance of correctly identifying faltering growth as it is often a strong indication that there is an underlying problem. Appropriate growth charts for gender and special situations (prematurity/recognised syndrome) should be used.
- In the UK there are new guidelines for the diagnosis of coeliac disease in children. In symptomatic children with raised tTg, if EMA+ and either DQ2 or DQ8, the diagnosis is confirmed without the need for a duodenal biopsy (BSPGHAN and Coeliac UK guidelines 2013).



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