Climbing Your Career Ladder

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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?
  o To share my path of professional growth
  o My personal connection to dialysis technology

• Why are you here?
  o To determine your career goals and find ways to achieve them
The Early Days

• 1970s
  o BONENT exam- not mandatory back then
  o Hemofiltration research
  o Coil and Kiil Dialyzers, RSP Machines, manual calculations
  o 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
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

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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