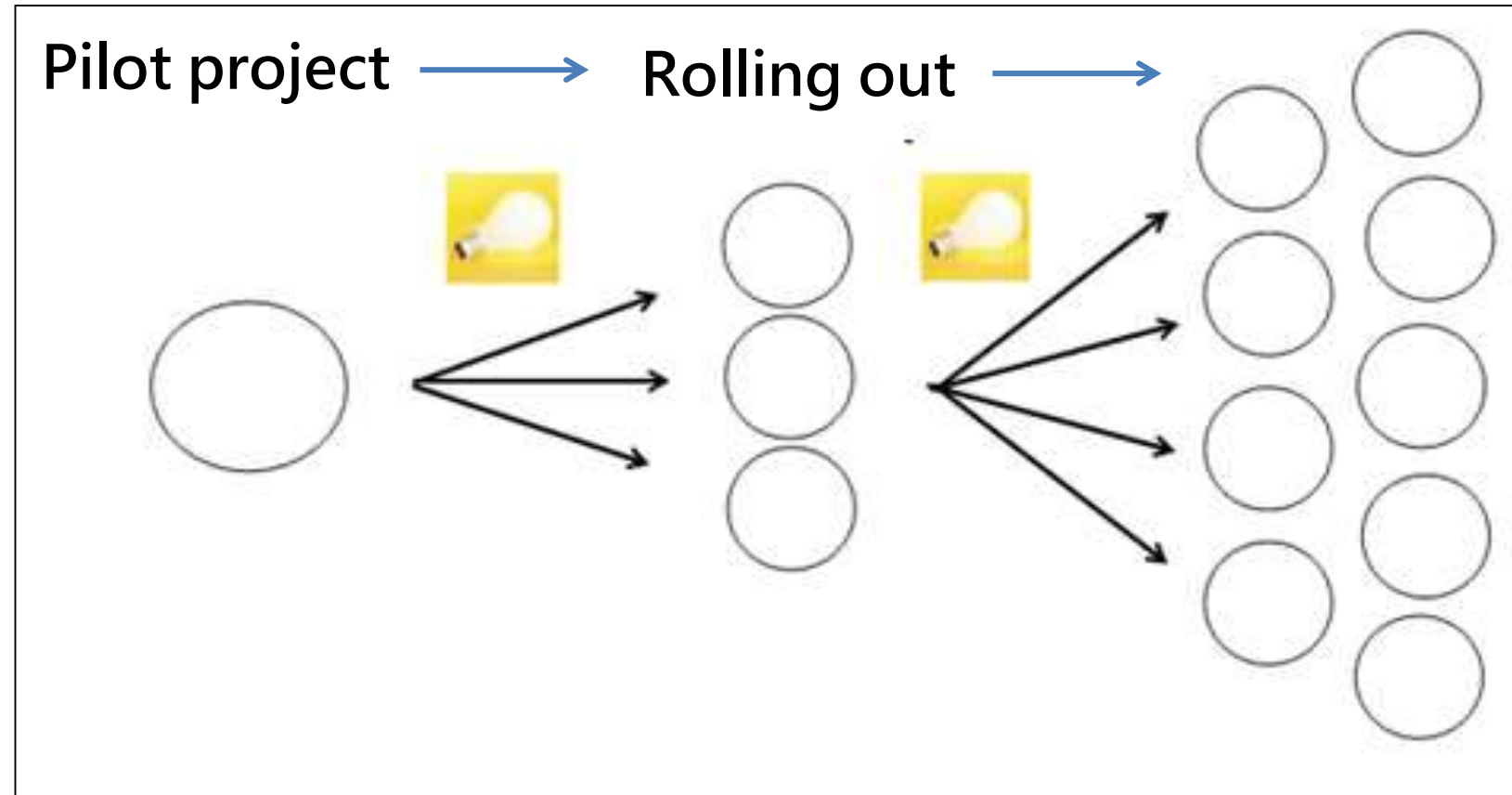


Across the globe, researchers and practitioners are questioning the conventional “spread” model



“If we opened our eyes we would see the wonderful irony. Trying to manage human change through pilot and roll-out has actually grown something. A proliferation of project managers”.

John Atkinson

Pilots are being replaced by rapid tests and prototypes

Tests		Pilots	
RAPID!		Speed to mobilize	SLOW!
WEEKS!		Duration	6-24 mths!
TEENY!		Cost	BIG!
SCARCELY ANY!		Resources required	LOADS!
PALETABLE!		Data required	EYE WATERING!
LIGHT TOUCH!		Management needed	SPOON FEEDING!
A-OK!		Risk	DANGER HIGH VOLTAGE!

Source: Bromford P (2015), "[What's the difference between a test and a pilot?](#)"

@HelenBevan #womenlead

**“Fail faster to
succeed sooner.”**



David Kelley,
IDEO



We rarely see two, three or four year change projects any more. Now it's 30-60-90 day change projects

Kinithi Sturtevant, IBM

[13th annual Change Management Conference](#) June 2015



JUNE 2018	JULY	AUGUST	SEPTEMBER	OCTOBER
<p>Sign up to the TWELVE 30 DAY CHALLENGES & become an Ambassador</p>	<p>Write a blog to celebrate achievements and innovation in nursing and midwifery</p> <p>SHOWING YOUR PRIDE IN THE PROFESSIONS</p>	<p>Run a "BREAKING the RULES" meeting to promote positive perceptions for nursing and midwifery</p> <p>GIVE EVERYONE A VOICE</p>	<p>Add your title and qualification to your email signature and social media bio</p> <p>#hello my name is...</p>	<p>Celebrate the diversity of people who are nurses and midwives</p> <p>valuing Diversity</p>
<p>NOVEMBER</p> <p>The senior nurse and midwife challenge: conversations with every nursing & midwifery team</p> <p>INSPIRING & SUPPORTIVE LEADERSHIP</p>	<p>DECEMBER</p> <p>Mentor a junior colleague or student or reverse-mentor a senior nurse or midwife</p> <p>TALENT PIPELINE</p>	<p>JANUARY 2019</p> <p>Give a talk to young people about what extraordinary careers NURSING & MIDWIFERY are</p> <p>An EXTRAORDINARY CAREER for YOUNG PEOPLE</p>	<p>FEBRUARY</p> <p>Run a "great ideas" challenge for tackling unwarranted variation</p> <p>INVESTING -IN- INNOVATION</p>	<p>MARCH</p> <p>Run a local randomised coffee trial across health and care</p> <p>UNITING across BOUNDARIES</p>
<p>APRIL</p> <p>Arrange a meeting with your MP</p> <p>SHOWING YOUR PRIDE IN THE PROFESSIONS</p>	<p>MAY</p> <p>Share the story of nursing & midwifery for your organisation to celebrate the professions</p> <p>CONNECTING YOUR WITH VALUES</p>	<p>JUNE</p> <p>Reflect on your ten 30 day challenges as part of your REVALIDATION</p>	<p>30 DAY challenges</p>	

#FutureNursing #FutureMidwifery

Sign up: bit.do/futurenursing

How does this apply
to your work?:

#3

3 principles for spreading change in the new era

**A
C
E**

ACTIONABLE: The idea is designed to make you do something. It might start with sharing but it's a call to action

CONNECTED: The idea promotes a closer connection with people you care about or share values with. It makes you feel part of a community and the network effect creates further spread

EXTENSIBLE: The idea can be easily customised, remixed, reshaped by people taking part. It's structured with a common stem that encourages communities to alter and extend it

Jeremy Heimens, Henry Timms [New Power: How it's changing the 21st Century and why you need to know](#) (2018)



Healthy & Fit Hackathon
Saturday 14 May 2016, 10am to 6pm

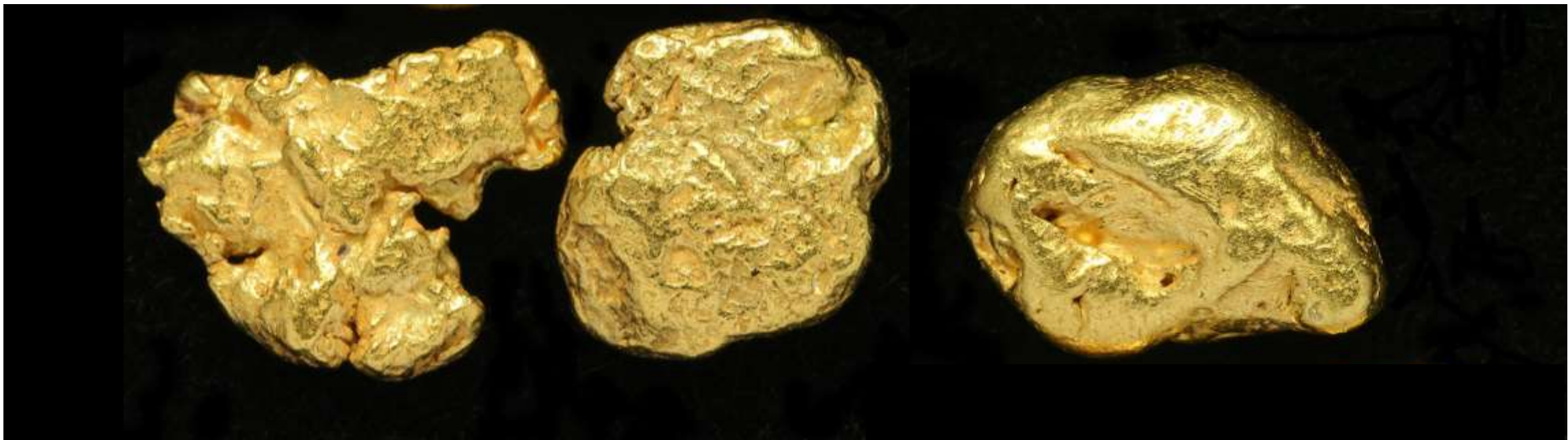


The Challenges

- How can healthy food be more accessible and popular?
- How could there be better participation in PE and sport – including use of green space?
- What could happen to help families with young children eat well and move more to build good habits for life?
- How can teenagers be more fit, healthy and body-confident?

The process has been 90% virtual





1. Co-Design
2. Rapid Prototyping
3. A.C.E. (Virtual)

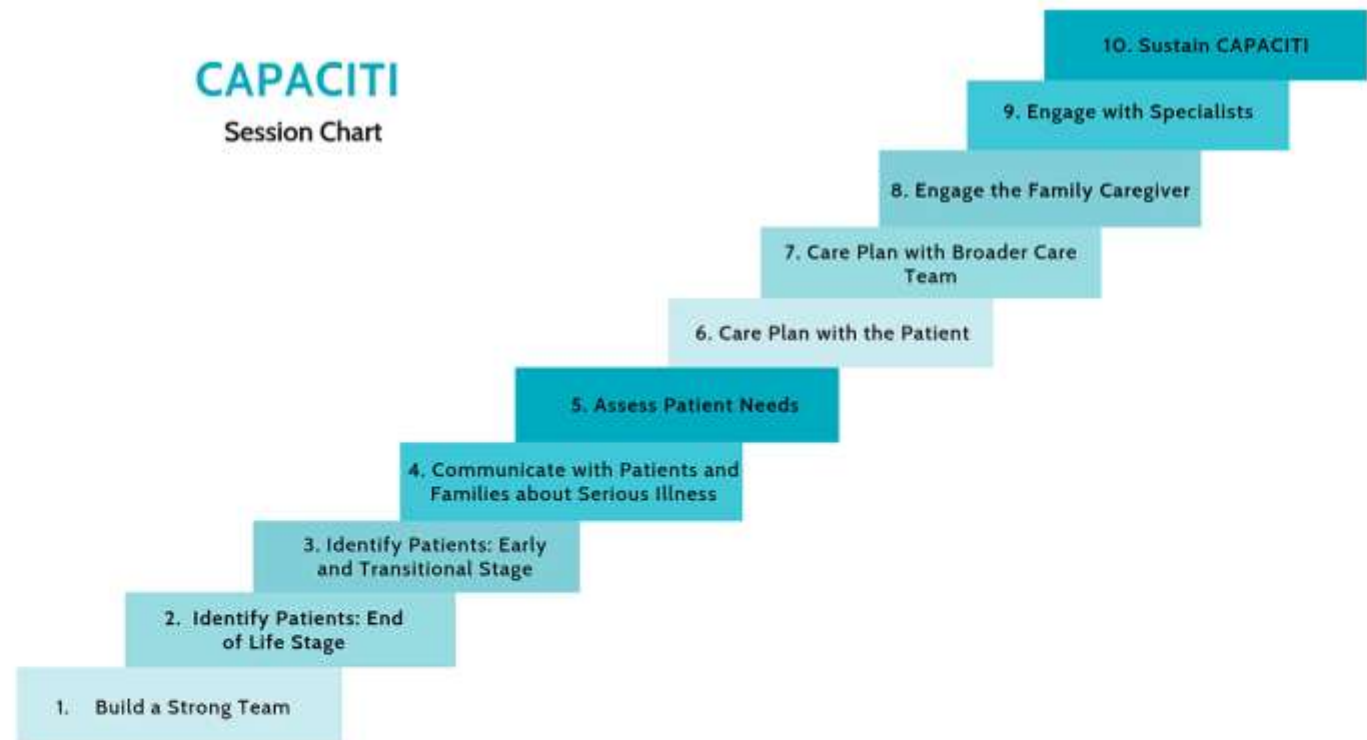


CAPACITI is a one year quality improvement program that offers training for formal and informal teams of primary care providers to build their capacity to deliver community based palliative care.



CAPACITI project

1. Co-Design
2. Rapid Prototyping
3. A.C.E (Virtual)



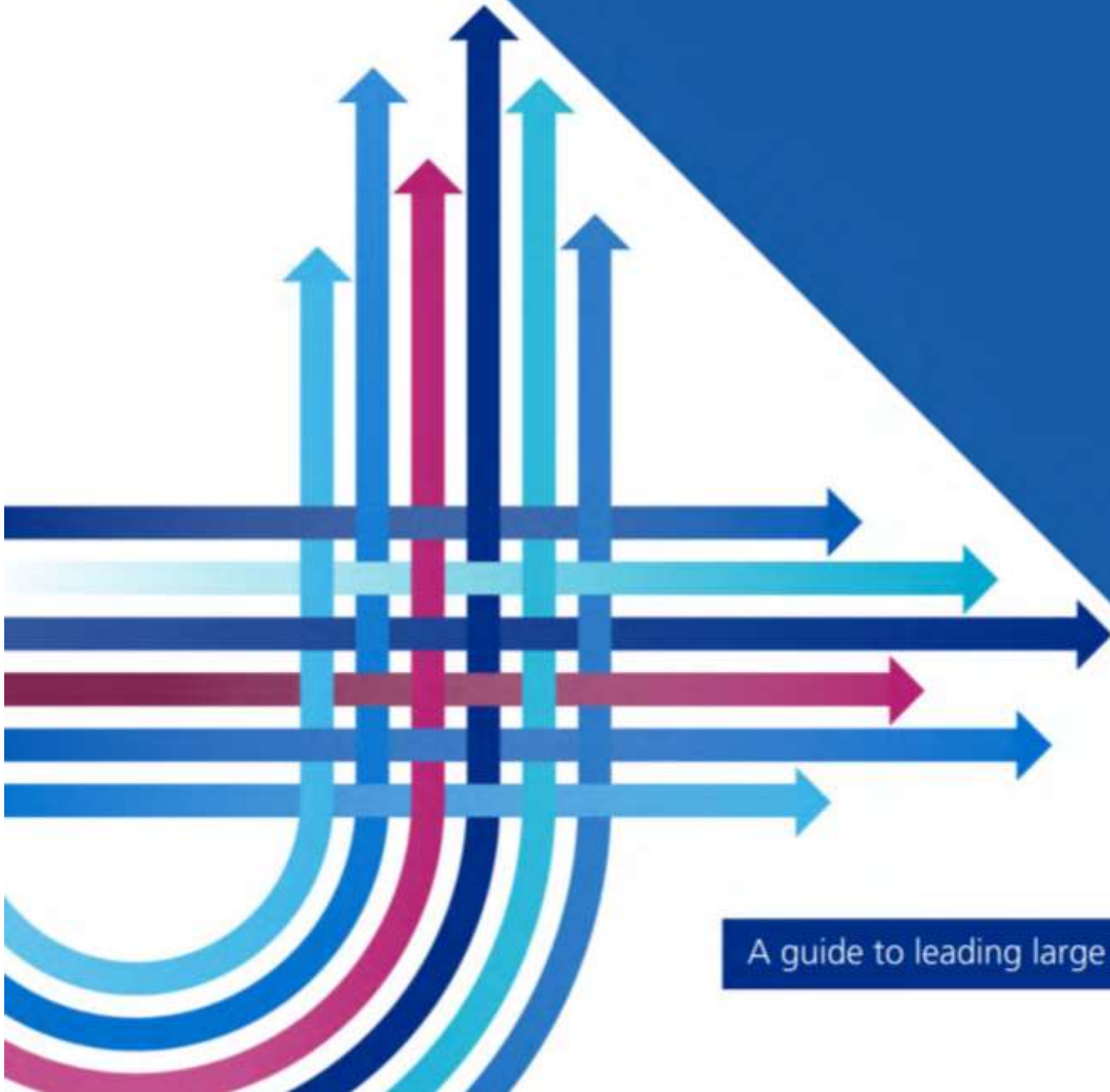
Sustainable Improvement Team
and the Horizons Team

LEADING LARGE SCALE CHANGE:

A practical guide

#LargeScaleChange

A guide to leading large scale change through complex health and social care environments



1 PEOPLE own what they **HELP CREATE**

We create spaces where people with a diversity of views and experiences can come together and co-create the future so we get...

BETTER, QUICKER, OUTCOMES

2 REAL CHANGE takes place in REAL WORK

We support the frontline staff who do the work to share ideas, experience and operational practise to speed up...

LEARNING ACTION & CHANGE

3 The people who do the work do the CHANGE

We help people, staff and patients to build their **POWER** to make a difference

—The—
HORIZONS
TEAM

This is what we do

4 CONNECT the system to more of itself

We connect thousands of people to each other, through social networks, virtual communities and social media

More FOCUS on

-  Networks
-  Communities
-  Informal Power

Directions in Making

LARGE SCALE CHANGE HAPPEN

Less Formal Change Management

More Choreography



More VIRTUAL CONNECTION



Identifying and working through


SUPER CONNECTORS



MORE
30, 60, 90
DAY CHANGE CYCLES



YOUNG LEADERS
at the HEART of CHANGE




Less CHANGE Programmes

More CHANGE Platforms

Less "TOP-DOWN BOTTOM UP"

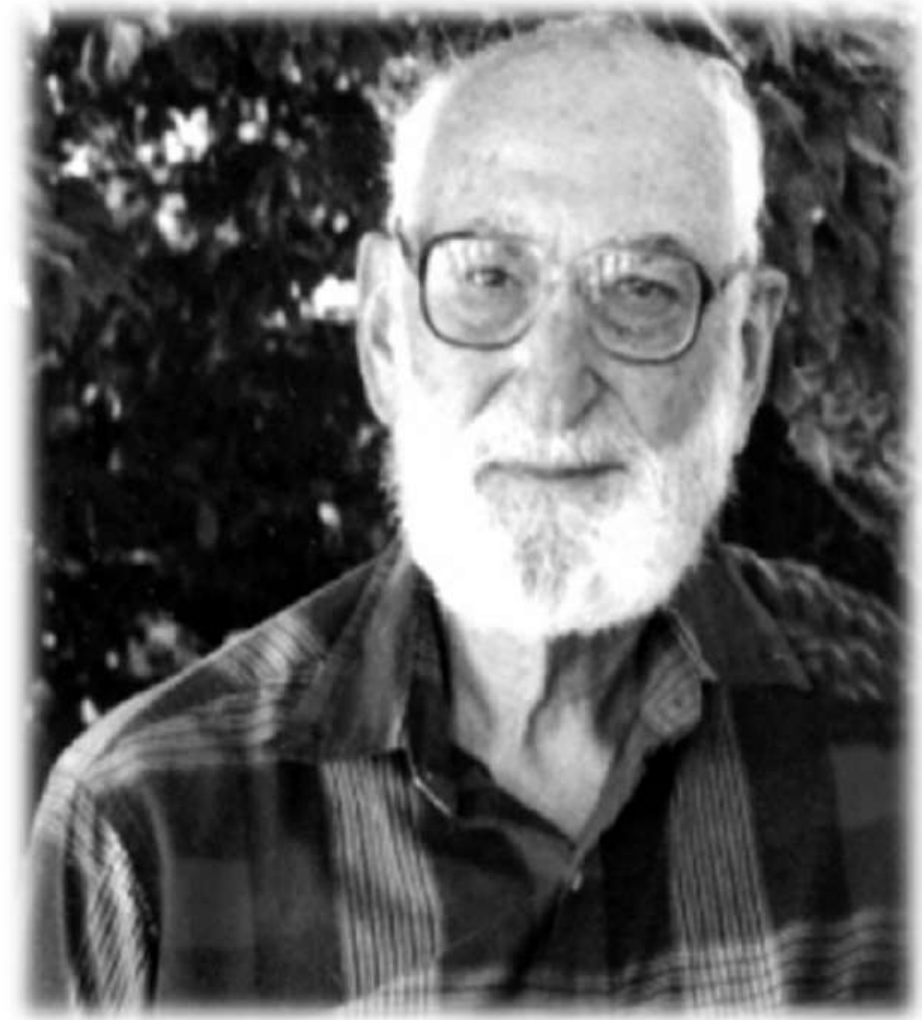
More "INSIDE-OUT, MIDDLE-LED"



LESS
ONE or TWO YEAR Change Programmes

“Ultimately, the secret of quality is *love*.

..... If you have love, you can then work backward to monitor and improve the system”.



Avedis Donabedian

Thank you

For questions please contact
Dr. Hsien Seow



seowh@mcmaster.ca



palliativecareinnovation.com



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