



ReThink
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The Pathway for Transforming Health *and* Leading Change

Ruth Wageman, PhD

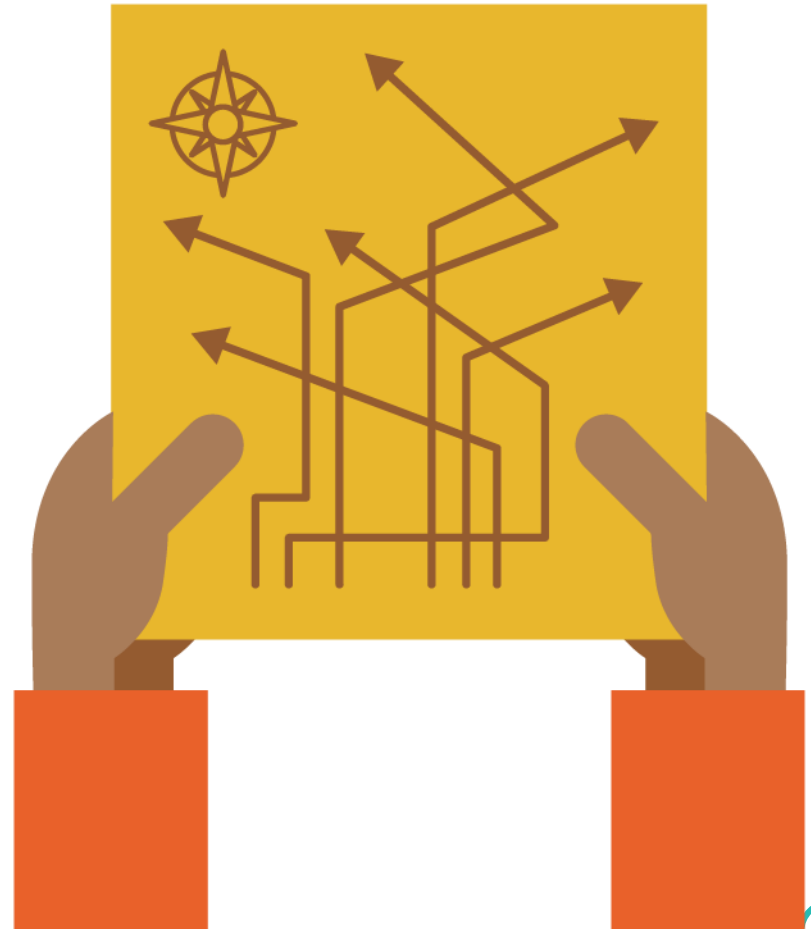
Jane Erickson, MPA, MAIR

Communities Joined in Action

October 2, 2015

Agenda

- Welcome
- What is the Pathway?
- Pathway Self-Diagnostic Tool
- Where are you on the Pathway?
- Leading Change Reflection Tool
- Discussion and Close





The Pathway for Transforming Regional Health



What are the key lessons learned along the path?

What do the different phases look like?

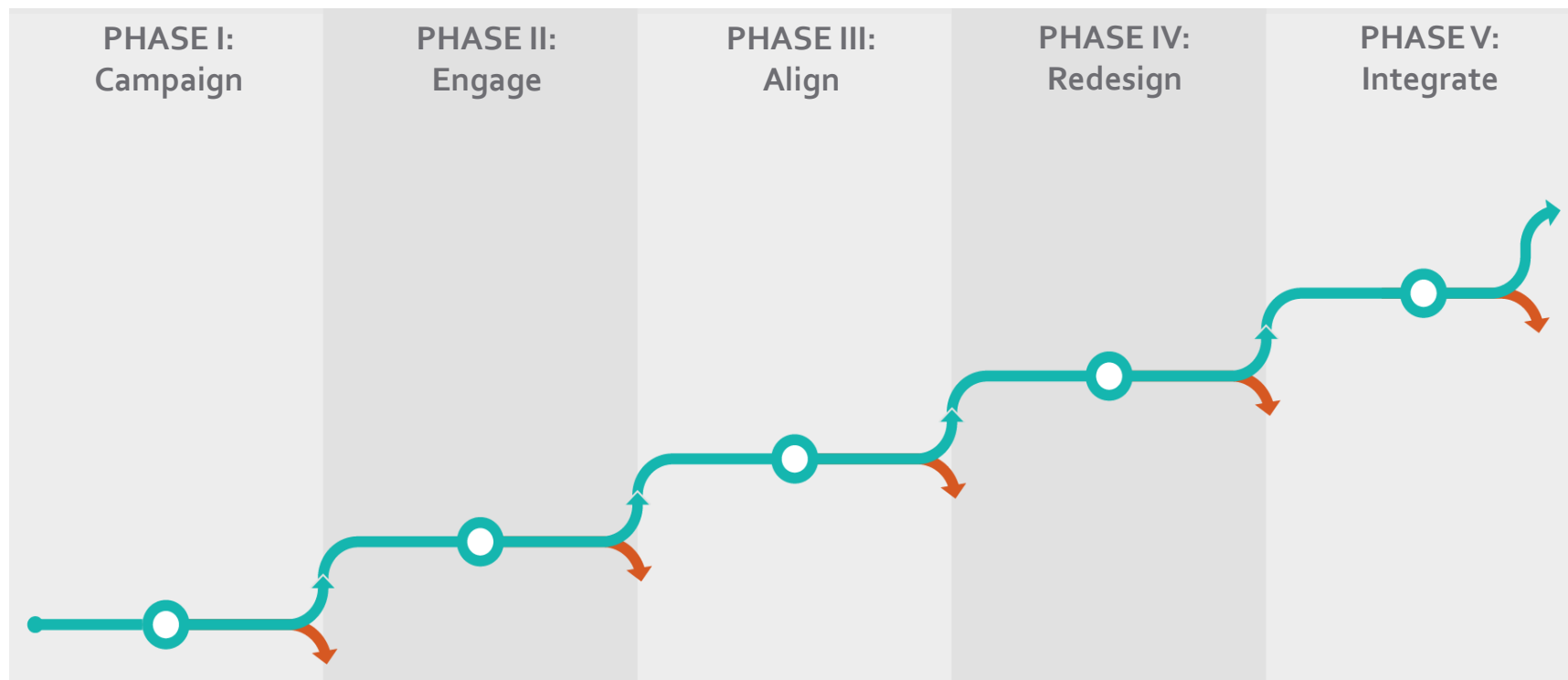
What gets in the way?



How long will it take to see impact?

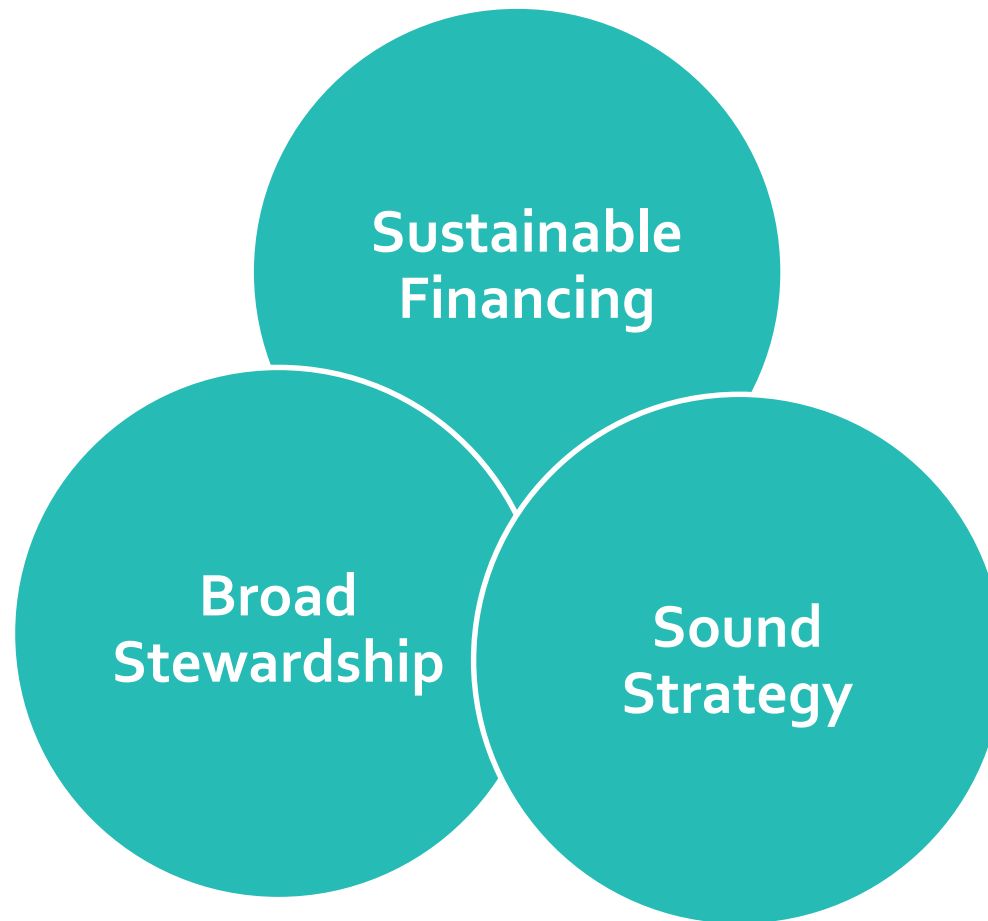
How do I move forward?

The Pathway for Transforming Regional Health

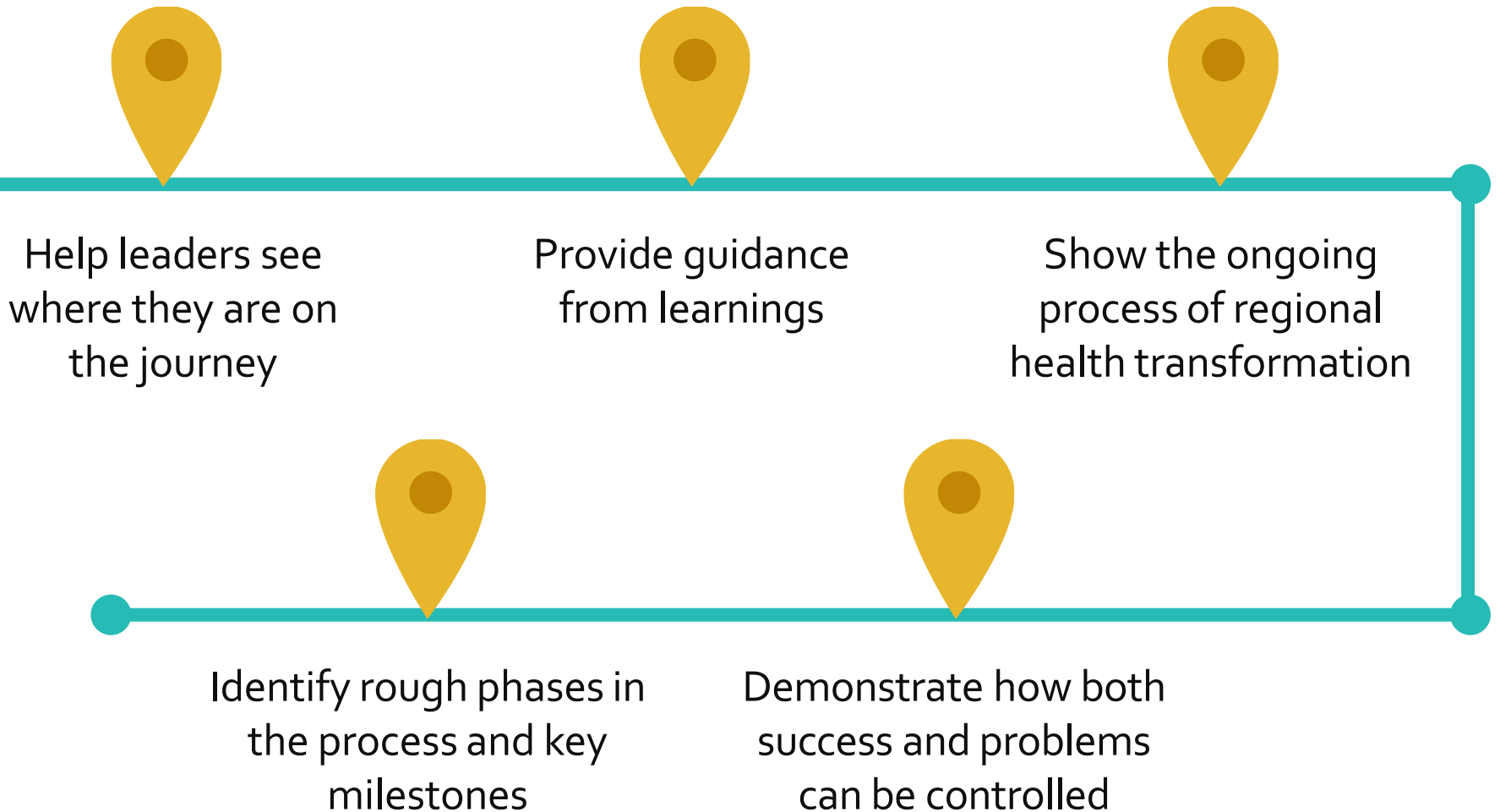


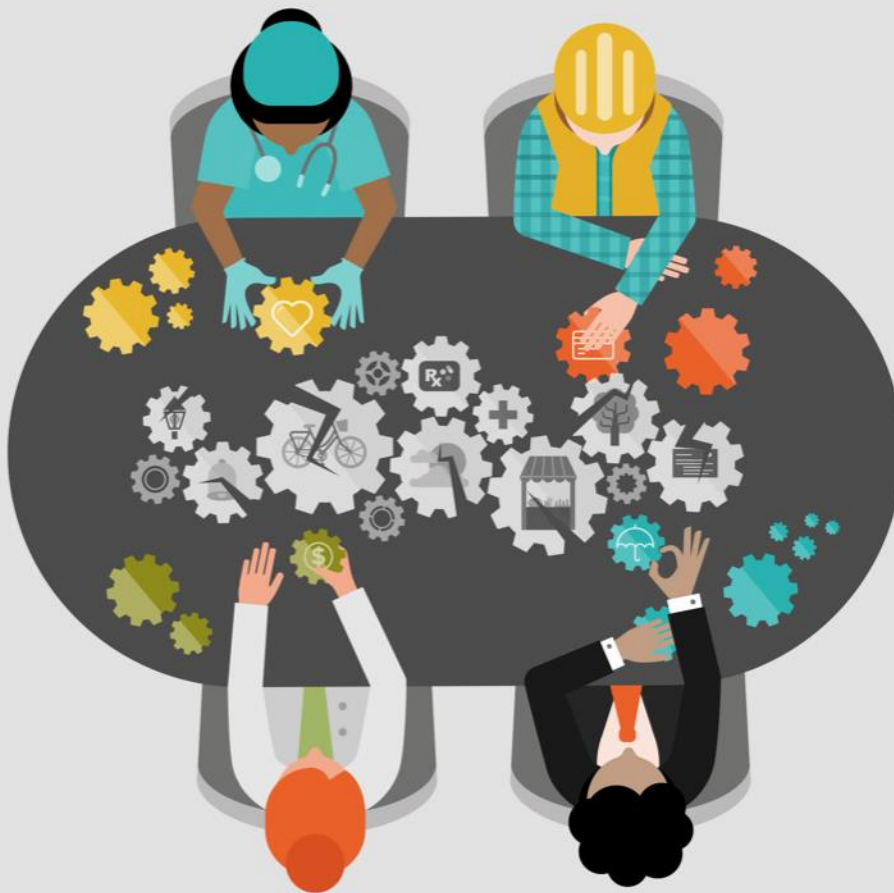
Guidance that helps users navigate the pitfalls and momentum builders on the road to health system transformation.

Core Pillars of the Pathway



Purposes of This Pathway





The path starts when
leaders step outside
organizational boundaries
to work collaboratively
with others

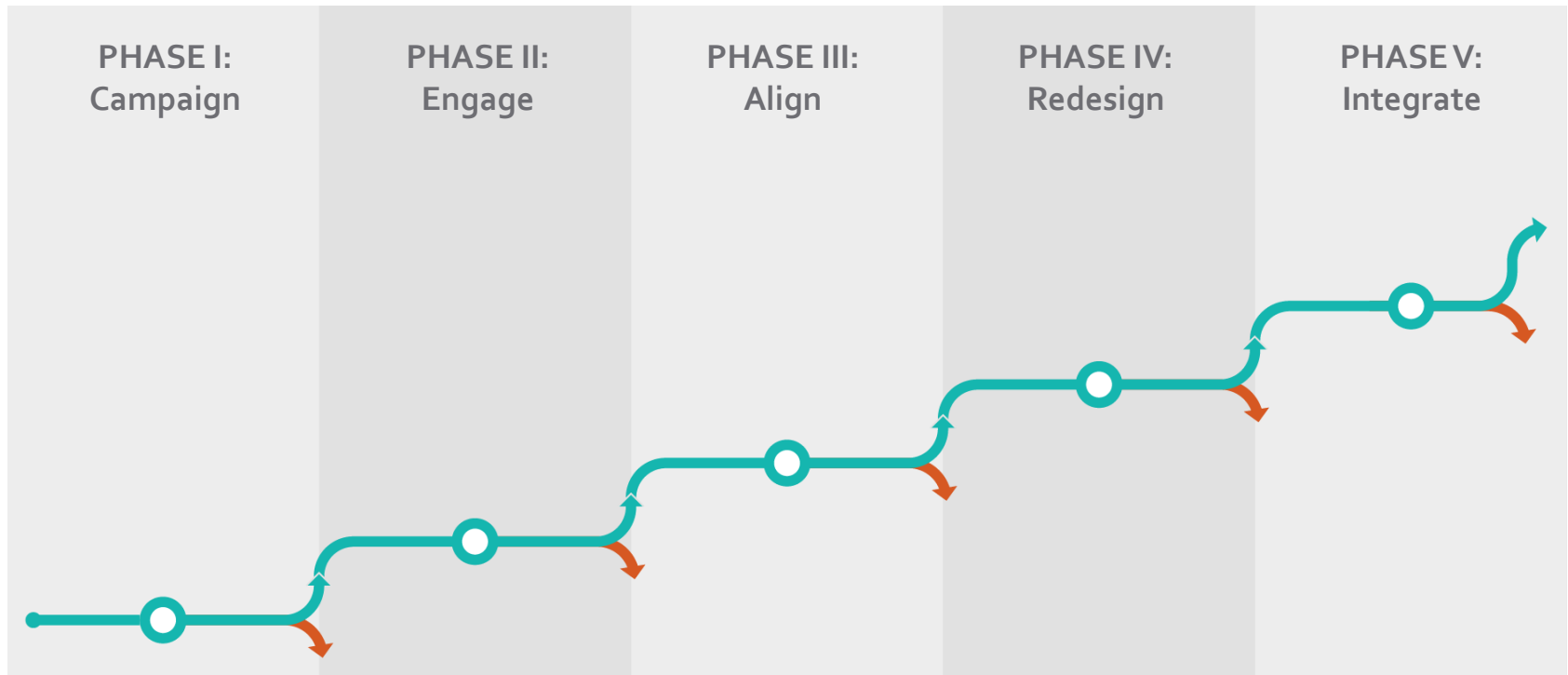
The End Point of the Pathway: Where Are We Headed?

- ✓ Healthy residents
- ✓ Costs under control
- ✓ Superb care
- ✓ Investments in wellbeing
- ✓ Productive economy

The Pathway for Transforming Regional Health

Key Elements:

Momentum builders: critical leadership actions that can enable transition to the next phase



Phase I: Campaign



Key Characteristics

- ✓ Time bound
- ✓ Goal focused
- ✓ Well-resourced
- ✓ High energy

Pitfall: Collaboration stays temporary and bounded

Momentum builder: Campaign as a springboard to more permanent collaboration



Phase II: Engage



Key Characteristics

- ✓ Ongoing engagement
- ✓ Coordinating resources
- ✓ Diverse activities
- ✓ Collective action

Pitfall: Focus on early wins with narrow impact

Momentum builder: A real leadership team with a bold vision begins to build capacity for more



Phase III: Align



Key Characteristics

- ✓ Clearly articulated shared values
- ✓ Enhanced relationships and collaboration
- ✓ Growing community engagement
- ✓ Growing system orientation
- ✓ New funders

Pitfall: Low hanging fruit is harvested

Momentum builder: Leadership ups the ante:
links short term action to long-term strategy



Phase IV: Redesign



Key Characteristics

- ✓ Redesign of core structures and processes
- ✓ Capacity for joint decision making
- ✓ Recognition of potential synergies
- ✓ Experimentation grows to focus on scaling in place
- ✓ Coordination and co-dependence

Pitfall: Competing agendas, resistance

Momentum builder: Recruit new supporters, showcase innovation and successes to energize



Phase V: Integrate



Key Characteristics

- ✓ Legitimacy of governance
- ✓ Broad and active engagement strategy
- ✓ Long-term system vision and targeted goals
- ✓ Continuous performance improvement
- ✓ Sustainable investment and financial strategy

Pitfall: Complacency and distraction

Momentum builder: Renewal of stewardship, capacity, and aspiration



Where Are You on the Journey?

In which phase
do you think
your regional
effort sits
now?

What pitfalls
might get in
your way?

What
momentum
builders have
you put in
place?

What is your
role in leading
change in
your region?

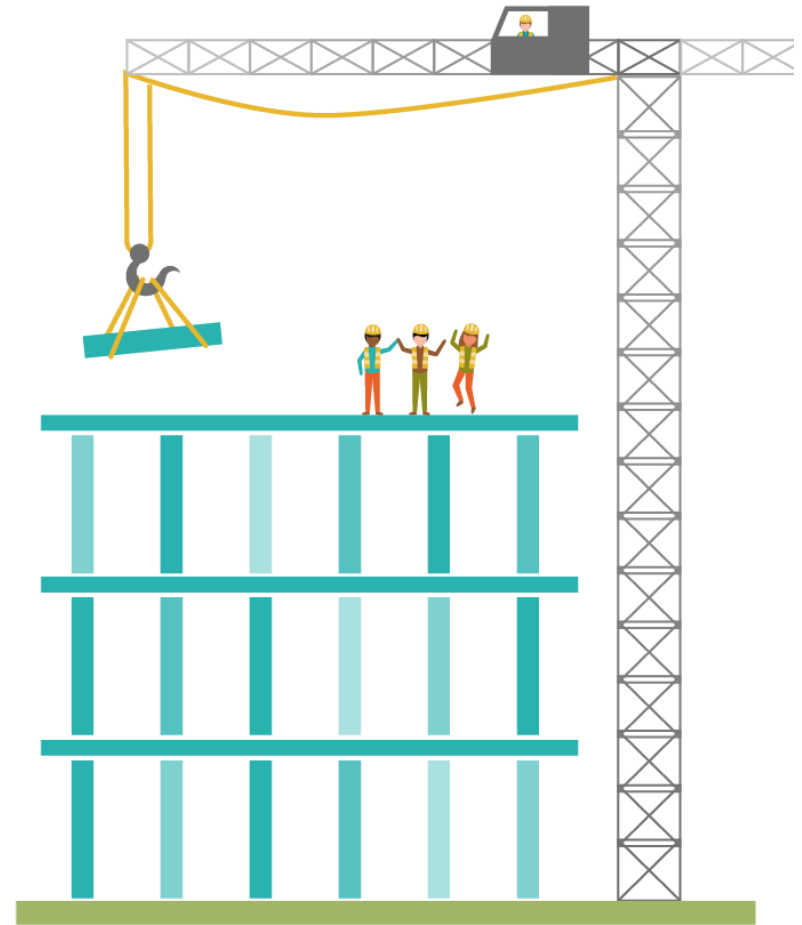
TOOLS

**“Where Are You on the
Pathway for Transforming
Regional Health?”**

**“Leading Change
Reflection Tool”**

The Pathway Self-Diagnostic Tool

- Where do I believe our region is on the Pathway?
- What pitfalls have we (successfully) navigated so far?
- What pitfalls do we anticipate?
- What momentum builders are well established, and where might we focus our work next?

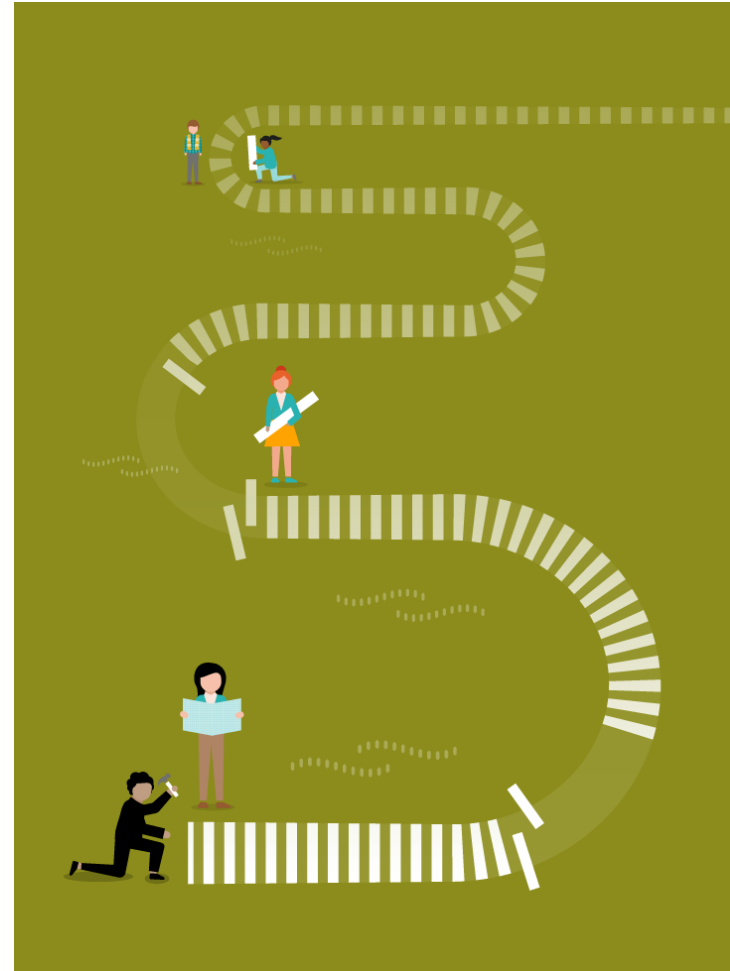


Where Are You on the Pathway?



Leading Change Reflection Tool

- What is your vision for change?
- Where do you see your role in the change effort of your region?
 - Organizational Leader
 - Facilitator
 - Steward
 - Innovator
- What are your personal aspirations for impact?



Organizational Leader

- I want to lead change primarily to make the future brighter for my organization and those it serves
- I collaborate mainly with peers within my organization
- I have a vision for the future of my organization
- I see my main role as to deliver results for my organization and its constituents



Facilitator

- One of my main strengths is enabling other leaders to work together effectively
- I see myself creating conditions for others to be effective in leading this effort
- I engage others in imagining a better future
- I can see myself working to create a strategic leadership structure to make change happen



Steward

- I aspire to call other leaders to be their better selves
- I have a long time-horizon for my aspirations
- I think I can and should influence more than just my own organization
- I want to work with leaders outside of my sector
- I see myself as a steward, a leader who takes responsibility for moving the whole system



Innovator

- I respond well to others' calls to be part of something larger
- I love getting things done
- I am good at connecting with others who are working on similar things and aligning our work
- I am energized by innovative experiments and learning from them

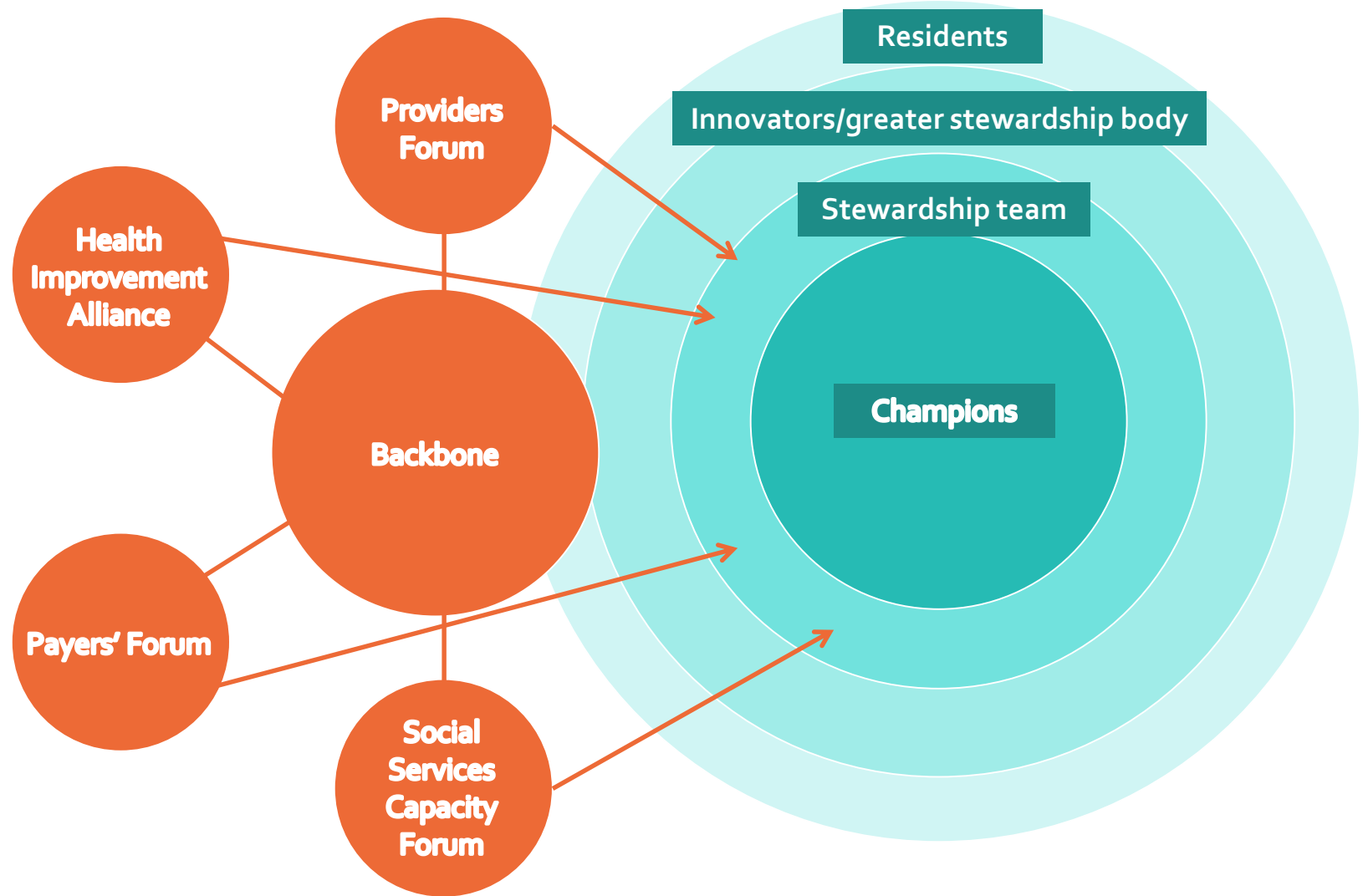


Leading Change Reflection Tool Discussion

- Key elements of your vision about which you feel most committed to act.
- How you see your role in bringing about change in your region.
- What 3 or 4 questions you most want to address as you explore your leadership work. In what aspects of the work do you feel most vulnerable? What kind of support do you need?



Circles of Stewardship





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