



Motivating change

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Motivating change

a grounded theory of how to achieve large scale, sustained change:
co-created with improvement organisations
in health, education and social care across the UK

Understanding large-scale sustained change

- Participatory approach: drawing on expertise of organisations with successful experience of leading large-scale change
- Three all-day workshops with
 - UK-wide charity leading programmes in health, schools, local authorities
 - National organisation responsible for quality improvement in health and social care
 - Health board with health and social care integration and high-level commitment to quality improvement
- Grounded theory analysis
- Resulted in co-created theory that outlines psycho-social-structural conditions for large-scale sustained change



Internalised Motivation

turning evidence of change into
evidence for change

Flow of trust



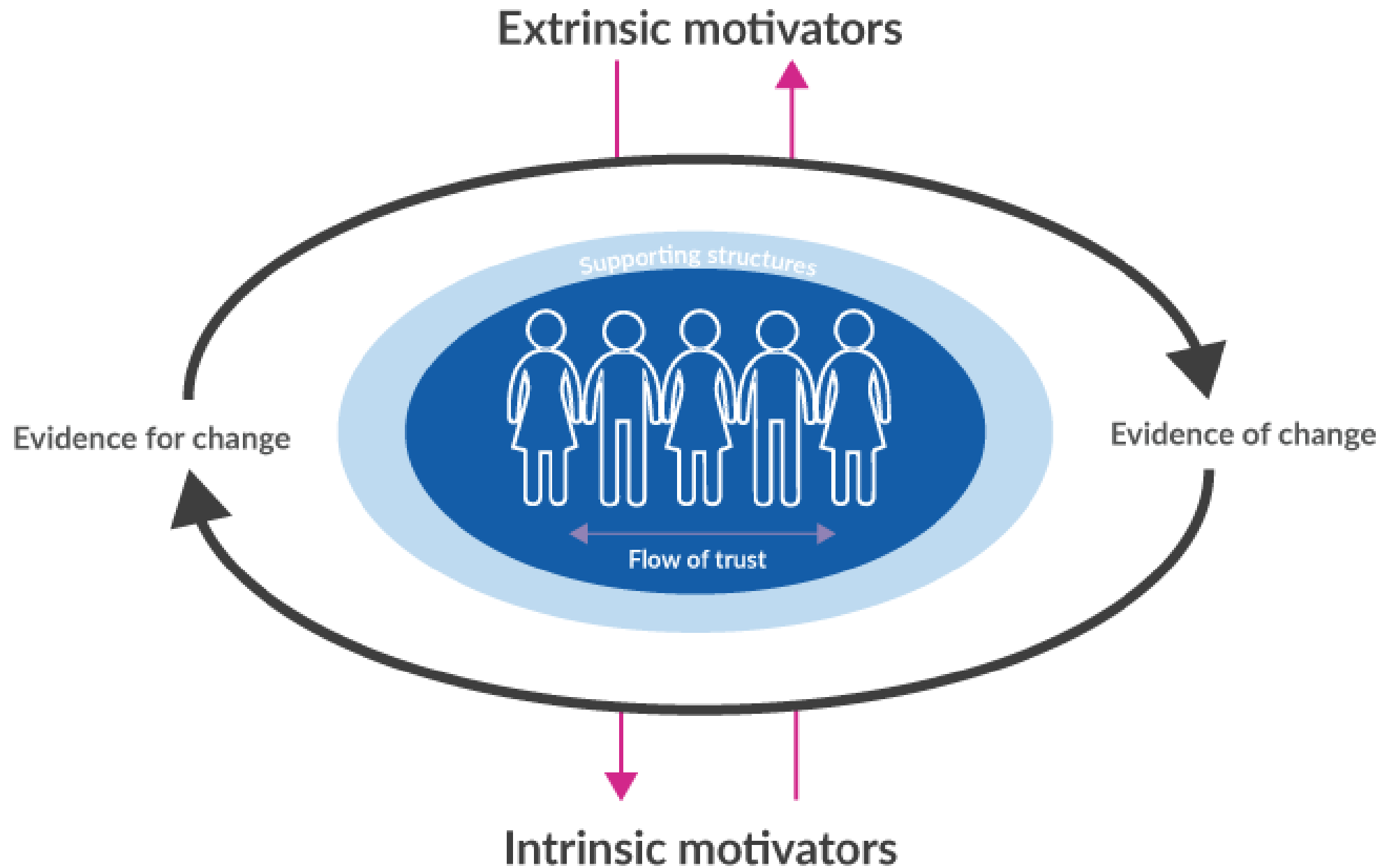
Creating positive peer pressure, stifling infectious negativity,
embracing constructive resistance



Right structural conditions: physical environment, time, methods...

Supporting

structures





We are

Human

~~factors~~



Thank you!

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