Motivating change
da 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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