Transformative Innovation in Health & Social Care

MARGARET HANNAH, on behalf of:
Thilo Kroll, Huw Davies, Bill Sharpe, Vikki Entwistle, Brendan McCormack, Belinda Dewar, Nicola Gray and around 25 other workshop participants from Scotland and the wider world
With support, gratefully acknowledged, from --
UK on brink of 'social care crisis', government warned

Figures show 48 councils have seen at least one company which cares for the elderly forced to close in the last six months

Britain sleepwalking into care crisis, Ros Altmann warns

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Humanising Healthcare:
Patterns of hope for a system under strain
Weaving new strands...

Envisioning *transformative* innovation...

Incorporating *new waves* of public health...

Based around *person-centred* care...

Emphasising organisational *cultures*, not organisational structures...

And so devising *new creative integrities*: *the patternings for the future*
The “Fifth Wave” of Public Health...

The Fifth Wave: emphasising salutogenesis, relationships, holism, culture and subjectivity…
“Patient-Centredness”

i.e. not DISEASE or SERVICE-line focused, Emphasising illness and dysfunction…

…but RELATIONAL, holistic & integrated. 

*Humanising* health care; building-in compassion; integrating wellness & wellbeing
A *cultural* view of organisations...

i.e. not *MACHINE* metaphors - Organisations as “rational, instrumental, mechanistic agencies” - ordered, unambiguous, emotionless, arrangements for getting things done...

...but *SOCIAL & CULTURAL* metaphors - Organisations as “values-infused mini-societies” - driven by social dynamics, and concerned with meaning, imagination and emotion
Three Horizons Framework

**Horizon 1**
- Increasing signs of strain and system failures
- Innovation to try and keep things going: H2-

**Horizon 2**
- Radically new ideas with better fit to new environment
- Innovation to transform: H2+

**Horizon 3**
- Radically different operating environment
- New paradigm fits and takes off

**Now**
- The Turbulent Transition

**Viability**
- Time

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creative integrities
Outputs

• Workshop with Fife IJB – patterning for real

• “The Academy” – a creative integrity to enable the new infrastructure to grow

• “Going the last mile” enquiry into large-scale cultural transformation in Fife
Thanks to the participants!
Thank you