



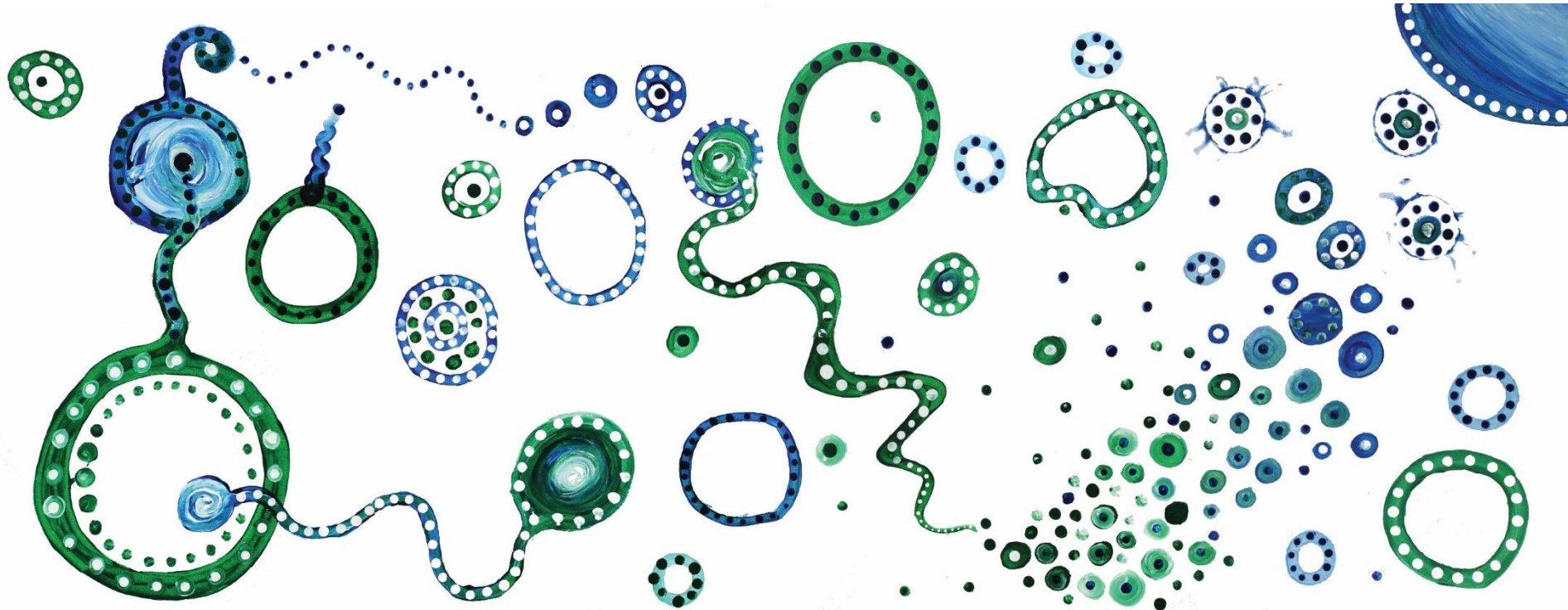
AGENCY FOR
**CLINICAL
INNOVATION**

Spread and Scale Up

Hip Fracture Festival – December 2018

Centre for Healthcare Redesign / NSW Agency for Clinical Innovation

The ACI acknowledges the traditional owners of the land that we work on
– the Gadigal People of the Eora Nation. We pay our respects to
Elders past and present and extend that respect to other Aboriginal peoples
present here today.



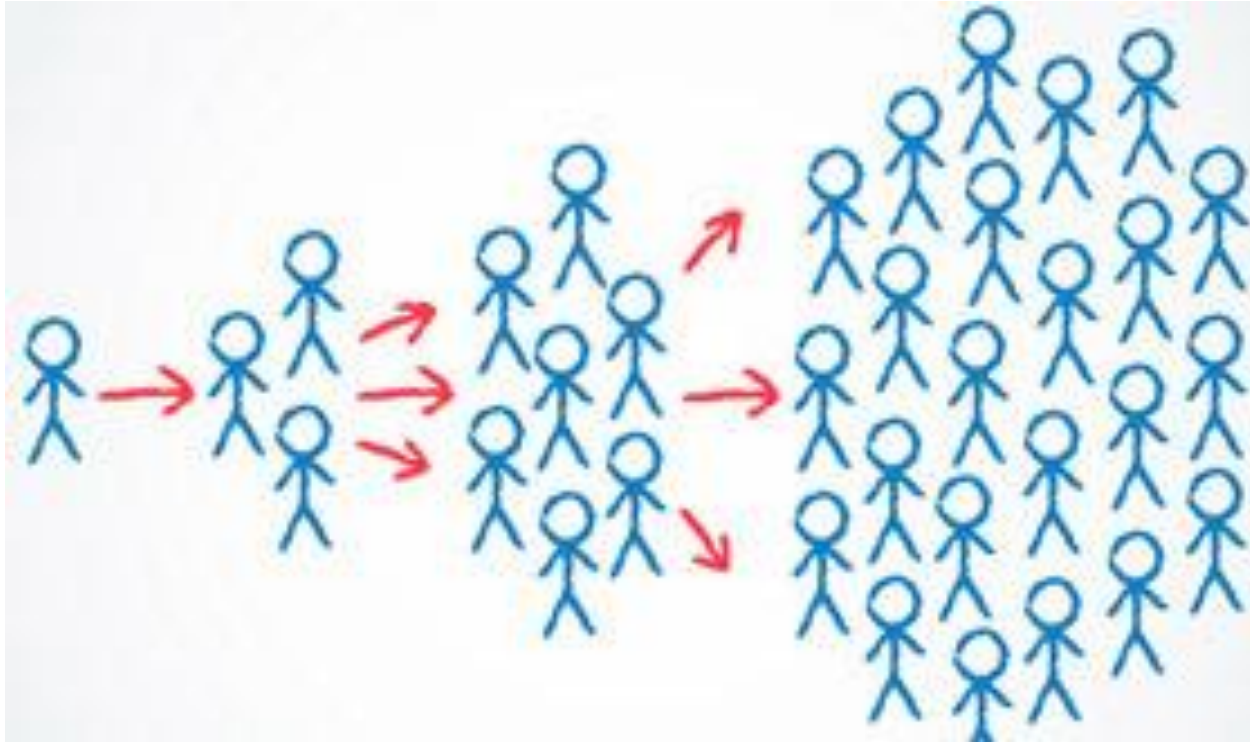
Overview Workshop Session



The objectives of the session:

- explore the enablers and barriers to the spread of improvements in the workplace.
- develop some specific actions around a change that you want to take back to your workplace to improve hip fracture care for your patients and staff

Definitions of Spread v's Scale-Up



Ideas that spread more rapidly have attractive qualities



- Clear Advantage to current practice (*evaluated, consistent outcomes*)
- Observability of the change and impact
- Compatibility with current systems and values
- Ease of testing before making a commitment
- Simplicity (or complexity) of the Change, **and** its Implementation

What might support Spread?



Change Package of Resources

- guidelines or checklists for fidelity – what's essential in the model?
- educational resources,
- measurement and evaluation plans
- outline of the resources required to implement (staff and equipment)

Partnerships

- Co-develop spread plan and engage across stakeholder groups

Our Context

Service Level

- Services, climate (what else is going on?), culture, leadership, readiness, resources

Organisational Level

- Demographics, political environment, networks, drivers

The Initiative we want to Spread

Evidence, source/s, adaptability, complexity, design, cost

Individuals who need to change

- Attitudes, beliefs, capability, readiness

Workshop 1 – 20' + 10'



- Are you spreading a change from another site?
 - On a sheet of A3 Paper
 - Record the change at the Top
 - Think about the elements presented;
 - Brainstorm and list the Enablers and Barriers to making this spread successful
 - Also include the `unknown?`
 - Vote on the Top 3 Barriers and Enablers or Unknown and record on a new sheet of A3

Workshop 2 10' + 20' (x 2)



- Pair up with a team from another LHD / SHN
- Present the change you want to spread
- Explain the top 3 Enablers, Barriers and unknowns to making this spread successful
- Ask the other team to brainstorm ideas for action to address the barriers / unknowns and record them
- RULES.....clarify but don't critique or crush
- Swap and Brainstorm ideas for action for the other team

Workshop 3 20' Record the top Actions going using Newsflash



Return to your team group and discuss the ideas you have been given – what appeals? What hasn't been tried before? What will you do?

Newsflash

Headline	
Three to Four Actions in Dot Points	Drawing of the action
<ul style="list-style-type: none">• XXXXXXXX• XXXXXXXXX• XXXXXXXXX• XXXXXXXX	

Top Ten tips for Successful Spread



1. Get a range of people involved in both implementation and dissemination of ideas, including clinical and managerial leaders.
2. View people as active change agents, not passive recipients.
3. Emphasise how initiatives address people's priorities.
4. Target messages differently for different audiences.
5. Provide support and training to help people understand and implement change.

Top Ten tips for Successful Spread



6. Plan dissemination strategies from the outset.
7. Dedicate time for dissemination.
8. Dedicate funds for dissemination.
9. Make use of a wide range of approaches such as social media, opinion leaders and existing professional networks.
10. What gets measured gets done!

Resources



Canadian Model – Highly Adaptable Change

- <http://www.highlyadoptableqi.com/model.html>

NHS Spread and Adoption Scoring Tool & Resources

- http://webarchive.nationalarchives.gov.uk/20140714172914/http://www.institute.nhs.uk/index.php?option=com_spread_and_adoption

Health Foundation Guides

- <http://www.health.org.uk/publications/spreading-improvement-ideas>
- LBVC Hub
 - <http://collaborate.aci.health.nsw.gov.au/lbvc>

Level 4, 67 Albert Avenue
Chatswood NSW 2067

PO Box 699
Chatswood NSW 2057

T + 61 2 9464 4666
F + 61 2 9464 4728

aci-info@health.nsw.gov.au
www.aci.health.nsw.gov.au

LBVC@health.nsw.gov.au

