**Delivering Change Together – Experiential Change Programme**

**Learning Event**

**Date: Thursday 22nd February 2024**, **Sligo**

**Post event report**

The ***Delivering Change Together – Experiential Change Programme*** hosted a Learning Event on February 22nd in Sligo marking the end of a year-long programme that brought people together from across the West North West region around a shared purpose of improving change capacity. The day was opened by the CEO through a recording where he thanked all the participants for their collaborative efforts in coming together, exploring ways of how change can happen. *“A lot of change and innovation comes from the ground up, it comes from people having ideas, it comes from people having the wish to explore better ways of working.”* The CEO was keen to encourage people to persist with that effort - *“the core principle of integration comes first and foremost from collaboration, from a willingness to contribute the part that each of us has into something much bigger, the sum of all the parts.”* He thanked all those participating for the willingness, the desire and the passion to want to make a change, to want to make things better.

This initiative in the West/ North West was co-sponsored by the CEO of *Saolta University Health Care Group* and the Chief Officers of *Community Healthcare West and Community Health Care Cavan, Donegal, Leitrim, Monaghan, Sligo*. On the day we were joined by ***Tony Canavan, John Fitzmaurice and Dermot Monaghan*** to hear from the eight Communities of Practices from the region who had been working collaboratively to support change in their service areas. Some of the insights shared:

* “It quickly became clear that although we were all peers from different disciplines, we all had quite similar challenges. In our Community of Practice we were working within similar systems, and that really provided us with an opportunity to broaden our own thinking within our own discipline.” **Anne Marie Ward, Disability Day Services Co-ordinator, CH CDLM**
* “There was commonality among the issues that were presented. What I found very important was when these are depicted in real life terms, in people's real life experiences. I found that very thought provoking. I found it beneficial to hear about issues that were present in all services and the way people dealt with them, managed them and got advice where needed.” **Denis Mullins, Services Manager, Saolta University HC**
* “We've taken learning from different approaches to try and find what approach is the best to implement. For us, the diversity of the group meant a wealth of experiences from different settings came to the table. Surprisingly, given the diversity of the group, there was a commonality to the problems we faced”. **John O’Hora, Community Healthcare Network Manager CH DCLM**
* “I was able to standardise my project plan so that in implementing it, I had a better communication platform so that I was able to bring together the right stakeholders and know who were the right people to include and how to communicate any updates”. **Siobhán Trowell, Applications Manager, Saolta University HCG**

The Learning Event also provided an opportunity for Liam Woods, HSE National Director, and Muiris O’Connor from the Department of Health to share insights into the **Health Region Programme**. The focus on population health and devolvement to the regions was clear with a strong emphasis on meeting the needs of local communities through greater service integration.

The **Leaders’ Discussion** proved popular with Tony, Dermot and John clearly signalling their commitment to staff involvement in the change process and valuing the experiences of people who are closest to the point of service delivery. Dermot’s ambition to have ‘no closed doors’; John’s focus on ‘getting back to basics’ and Tony’s challenge to us all to ‘grab’ the opportunity that now presents itself to improve services for local communities.

The energy in the room throughout the day was enabled through a range of activities that had people up and moving – sharing their knowledge, experiences and wisdom. The sense of the West North West being ready to embrace the changes that are unfolding was evident with a real sense of unity emerging. **“We are one”** was resounding in the room with a commitment to progress service improvements together.

Well done to all those who were involved in the Programme and a special thanks to the Communities of Practice and their Convenors – they were the ones who stood up the challenge to get involved and commit to the process. Thank you also to the Programme Management Offices and colleagues in National Organisation Development & Design who coordinated efforts over the past year with the support of Nursing and Midwifery Planning and Development Units, National Quality and Patient Safety and Human Resources – Leadership Learning and Talent Management.

The success of the Programme was enabled by local leadership and a willingness to share resources and expertise. There will be challenging conversations ahead as the Health Region programme evolves – the message was clear that relationships and networks will be key to unlocking the potential and creativity of services to find solutions and adapt to new ways of working.

**End: 08:03:2024**