



## The West/North West celebrates 'Delivering Change Together'



August 2024

The **'Delivering Change Together'** pilot programme was celebrated on Thursday 22 February 2024 in Sligo, when health and social care colleagues came together for this first-of-its kind event in the West North West.

This multidisciplinary, cross service programme was developed in the West North West and co-sponsored by the regionally based CEO and Chief Officers. It was a collaboration between the respective Programme Management Offices in the partner organisations with the support of HSE National Organisation Development and Design. Organisational and service needs were identified and validated, drawing in other developmental services including Nursing and Midwifery Planning & Development Units, Quality & Patient Safety, Human Resources - Leadership, Learning & Talent Management. It is an example of how pooling expertise and integrating resources can support change and service improvement practices at regional and local level. Local ownership and support is core to this programme.

**Delivering Change Together** is an experiential change programme that was first launched in Sligo on 27 January 2023. This programme has brought colleagues together in Communities of Practice (CoP) groups. On launch day 8 Communities of Practice were formed with 59 participants.

The primary enabler of the programme is the **Community of Practice (CoP) model** using action learning approaches. It is a platform for connecting people in the spirit of learning, knowledge sharing and collaboration as well as individual, group, and organisation development. The CoP model encourages colleagues to work collaboratively in CoPs **to solve common problems** when **designing, defining and delivering change**.

Guidance and resources were signposted on the organisation's agreed change and project management approach and other developmental opportunities with NQPS and LLTM were highlighted.

Its objectives were:

- To support the development of further change management and project management expertise across the Health Services – acute and community to enable integration and service priorities.
- To agree shared direction and mainstream the Health Services Change Framework.
- To build relationships and networks including Communities of Practice.
- To use reliable methodologies to drive change and improvement activities in a standardised manner.

The programme has been awarded Continuing Professional Development (CPD) accreditation from the Royal College of Surgeon's Ireland (RCSI) and the Nursing and Midwifery Board of Ireland (NMBI)

On the day renowned Change Advisor and Strategist Helen Bevan gave a presentation titled *Delivering Tomorrow Today*. Attendees also heard from the sponsoring senior leaders Liam Woods, Tony Canavan, Dermot Monaghan and John Fitzmaurice.

## Event documentation

[Delivering Change Together - 22nd February 2024 presentation \(PDF, size 4.42 MB, 87 pages\)](#)

[Delivering Tomorrow Today - Helen Bevan Presentation \(PDF, size 3.2 MB, 21 pages\)](#)

[Event report - Delivering Change Together \(Word, size 303 KB, 2 pages\)](#)

## Highlights from the day

- Delivering Change Together - [Learning Event Video \(youtube.com\)](#)
- Delivering Change Together - Photo Collages:
  - [Story of the Day \(youtube.com\)](#)
  - [Meet the People \(youtube.com\)](#)
  - [Activities on the Day \(youtube.com\)](#)

## Key Messages from Senior Leaders

- Tony Canavan, Regional Executive Officer, HSE West and North West  
[“Recognise the opportunity in front of you and grab it” \(youtube.com\)](#)  
[“Integration is my priority” \(youtube.com\)](#)
- Liam Woods, National Director, Health Regions Programme  
[“Real magic happens through implementation” \(youtube.com\)](#)
- Muiris O'Connor, Assistant Secretary, Department of Health  
[“Population Health Approach” \(youtube.com\)](#)
- John Fitzmaurice, Chief Officer, HSE Community Healthcare West  
[“Keeping people well in their community” \(youtube.com\)](#)  
[“Be honest and share what we know during this time of change” \(youtube.com\)](#)
- Dermot Monaghan, Chief Officer, Community Healthcare Organisation, Cavan, Donegal, Leitrim, Monaghan, Sligo  
[“Transitioning to new Health Regions” \(youtube.com\)](#)  
[“No closed doors - vision for children’s services” \(youtube.com\)](#)  
[“What we need to do during change and transition” \(youtube.com\)](#)



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