

The “Learning the Lessons for Us” Assessment

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Research has found these to be essential for innovations of this type, which involve the kind of changes to nurse & doctor behaviour needed for detecting and responding to derioration more effectively.

Score 0-5 for them - how important this was for them at the different stages in their journey (Selling”, “Starting”, “Spreading”, “Sustaining”), **and 0-5 for you**, at your stage now (do you have this (0-5)).

A: People: Change- driver and assisting roles

1 Clinical change champions 0-5

Physician (and nurse ideally) who consistently spent a significant amount of time working in different ways to put the innovation into practice

<i>(0-5 = how important for them)</i>	Liverpool Hospital Australia (0-5)	FOR MY HOSPITAL – DO WE HAVE IT 0-5
UPMC “Selling” phase =	=	“Selling” phase =
“Starting” phase =	=	“Starting” phase =
“Spreading” phase =	=	“Spreading” phase =
“Sustaining” phase =	=	“Sustaining” phase =

2 Opinion leader support

Respected people whose views on the proposed change influence many peoples attitude to it.

<i>(0-5 = how important for them)</i>	Liverpool Hospital Australia (0-5)	FOR MY HOSPITAL – DO WE HAVE IT 0-5
UPMC “Selling” phase =	=	“Selling” phase =
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“Sustaining” phase =	=	“Sustaining” phase =

3 Sponsor with authority – senior or middle level

Member of higher management liaising between them and implementation team

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4 Implementation team leader skills and authority

There is an implementation team leader with skills to make change and adequate authority for the change

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“Sustaining” phase =	=	“Sustaining” phase =
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5 Clinical and operational level change helpers

Sufficient key people at clinical and operational level helped implementation with reminders and rewarding behaviour

<i>(0-5 = how important for them)</i> UPMC “Selling” phase =	Liverpool Hospital Australia (0-5) =	FOR MY HOSPITAL – DO WE HAVE IT 0-5 “Selling” phase =
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“Sustaining” phase =	=	“Sustaining” phase =

B: Implementation plan and process

6 Systematic plan and implementation team

Detailed systematic plan and effective implementation team

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“Sustaining” phase =	=	“Sustaining” phase =

7 Adaptive reviews

Regular reviews and replanning of the implementation which responded to the changing situation

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“Spreading” phase =	=	“Spreading” phase =
“Sustaining” phase =	=	“Sustaining” phase =

8 Appropriate testing and phasing-in

Only one or two professions/units/departments had to make changes to their work and organisation at a time

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C: Context

9 Hinder and helper finding and responding

Assessment of hindering influences and effective response to them as well as amplifying helpers

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10 Expertise

Access to expertise to help with the changes (people or practical knowledge bank)

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D: The changes – Perceptions and objective features

11 Advantages perceptions

Action to persuade the majority that the change offers strong advantages

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12 Adaption for compatability

Adaptation of the change to be compatible with the organisation’s existing skill mix, work practices and strategic goals

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13 Adaption for simplicity

Adaption and presentation of the changes to be simple to understand and not requiring complex changes to work practices and organisation

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