



Organizing Learning Networks

For leadership development and integration of quality improvement and innovation in a welfare system.



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Region Jönköping County

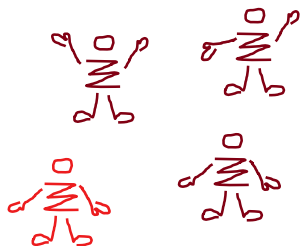
- 350 000 inhabitants
- 10 000 employees
- 450 leaders
- Primary care, Specialist care, Dental care, Regional development, Public transports and Culture

Our idea for developing leadership and improving healthcare and welfare

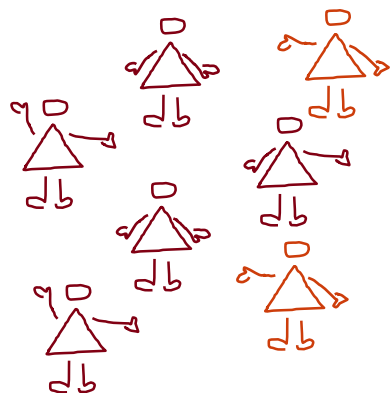
- Use leaders' existing knowledge and different experiences.
- Involve all 450 leaders.
- Mixed groups from different parts of the organization to change ideas and reflect together.



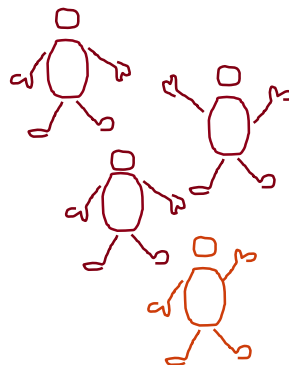
Primary care



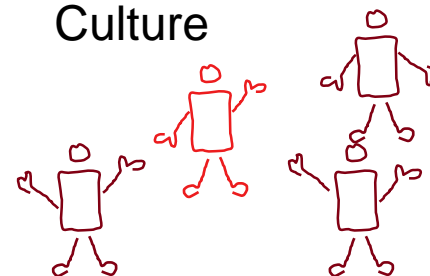
Specialist care

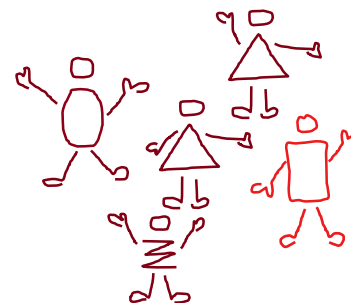
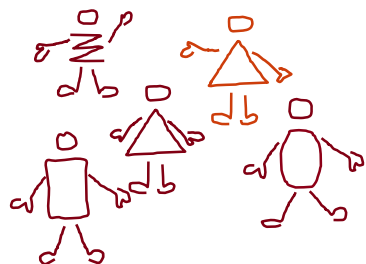


Dental care

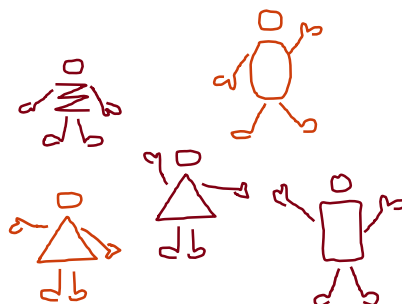
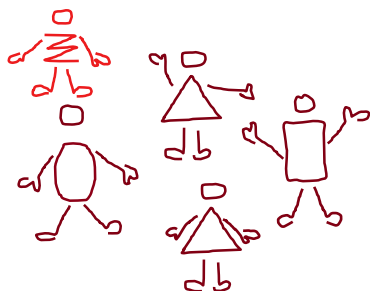


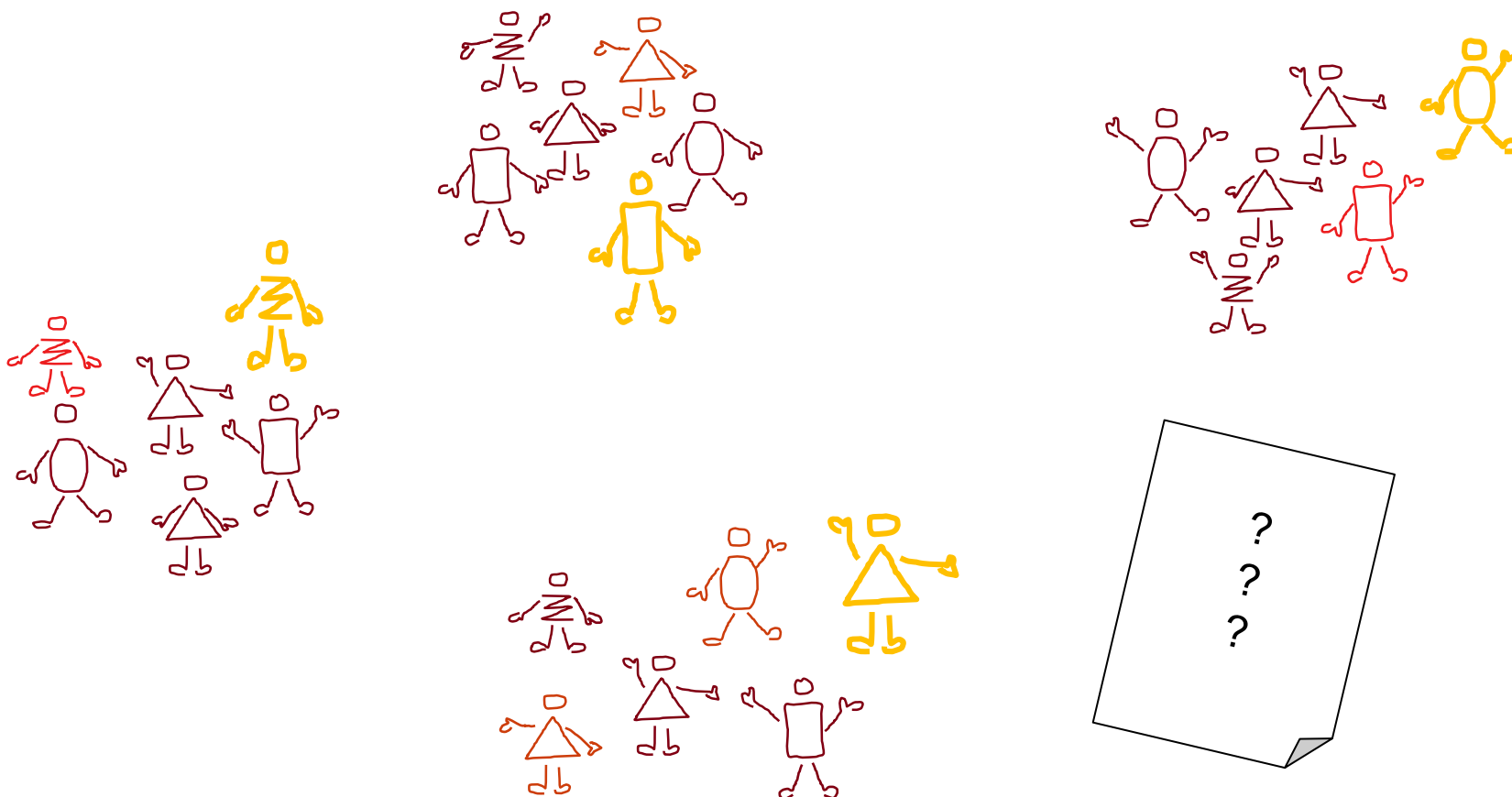
Regional development Public transports Culture

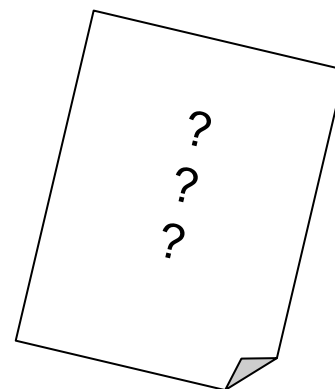
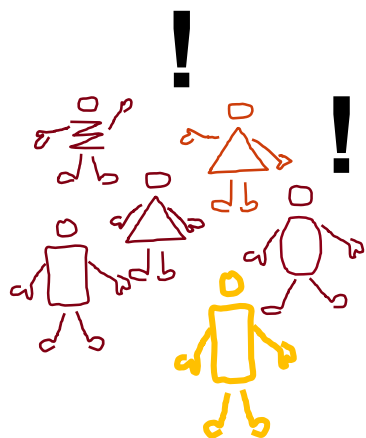








2 hours * 6 times / year

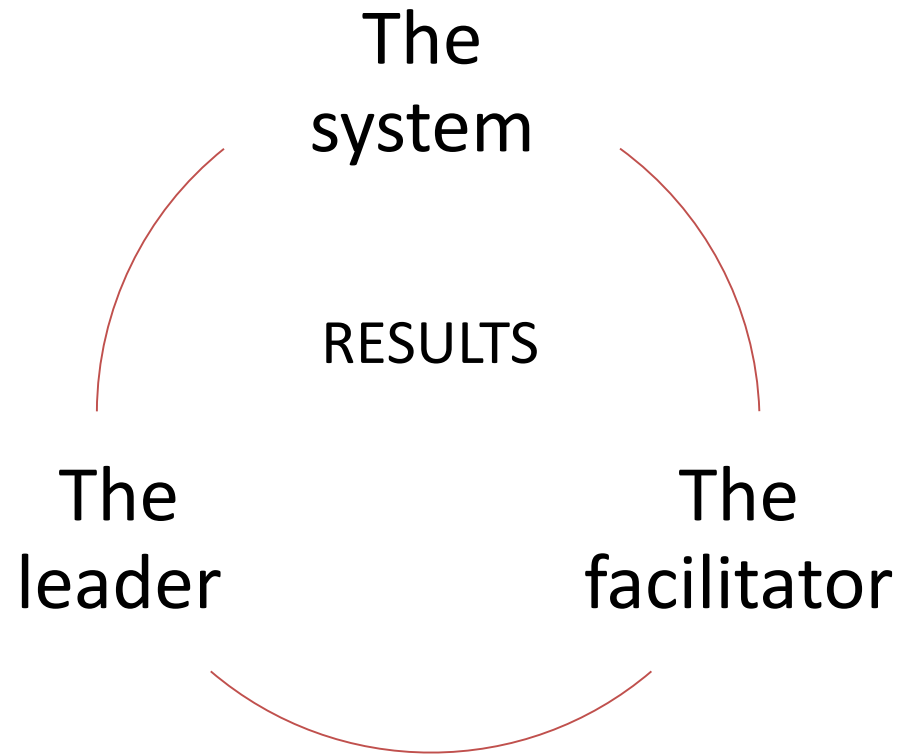


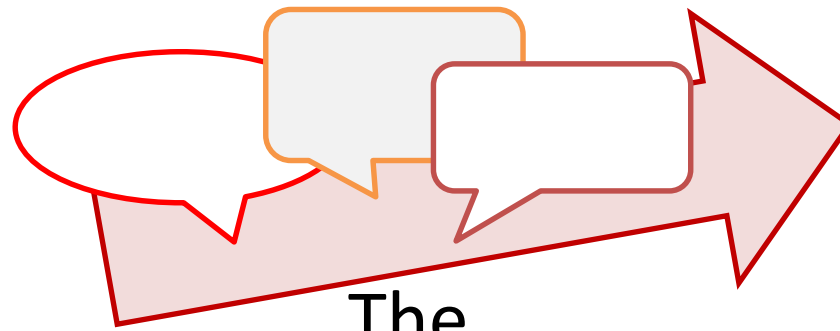




Learning in organizations

	We need...	We need more of...
Methods	<p>Workplace meetings, texts, films, presentations.</p> 	<p>Dialog och reflection. Act and trying.</p> 
Spreading information and ideas	<p>Documentation. Saved and used later.</p> 	<p>Interaction develops my understanding here and now.</p> 



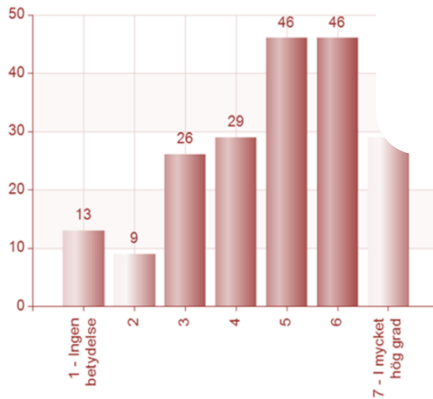


The
system

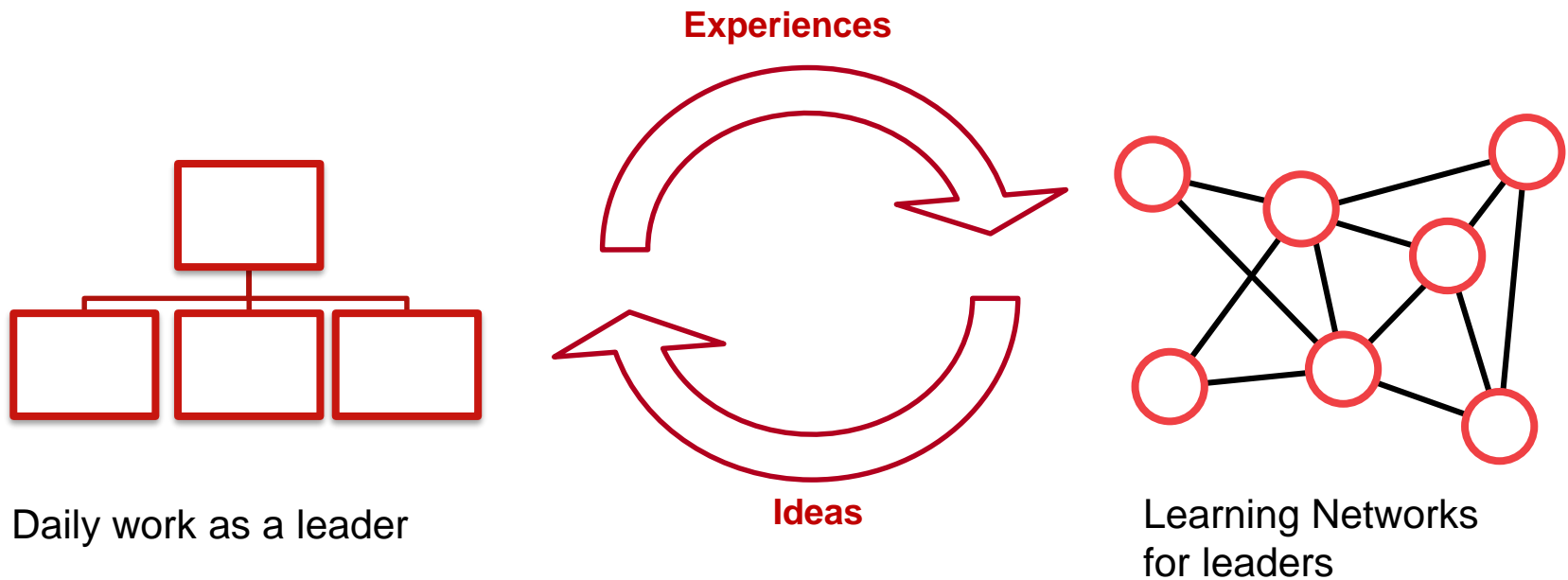
RESULTS

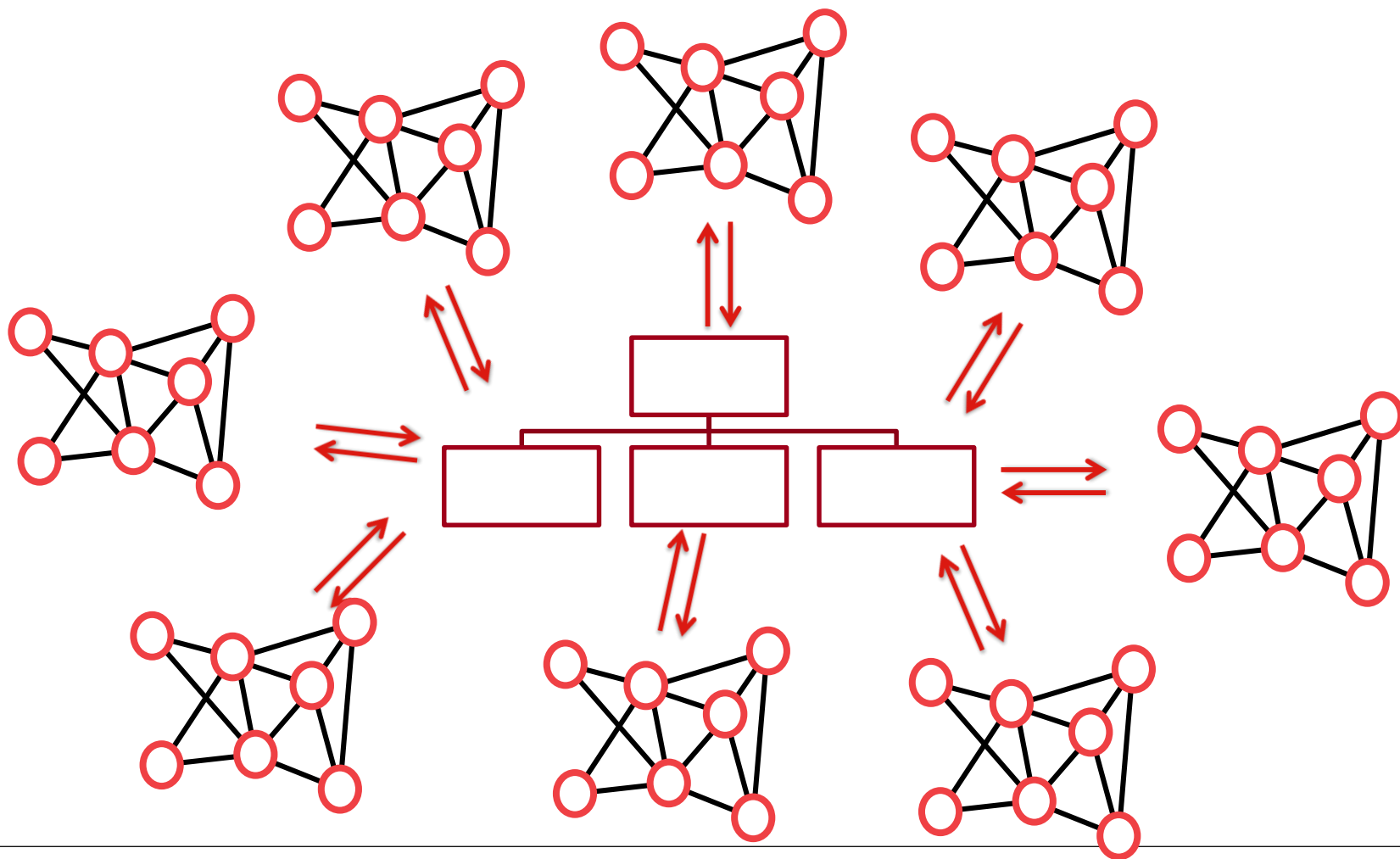
The
leader

The
facilitator

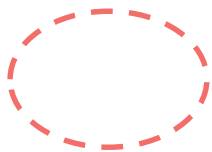
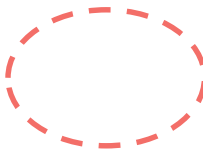
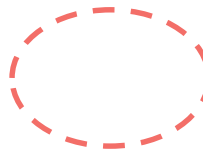
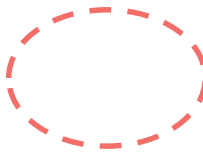
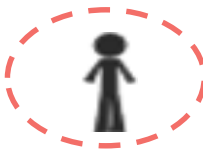
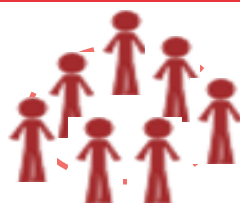


Our hypothesis

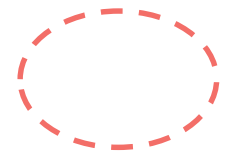
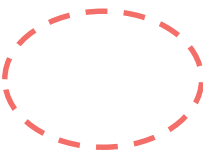
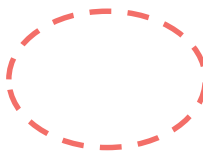
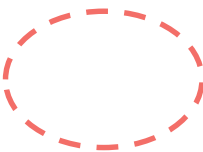




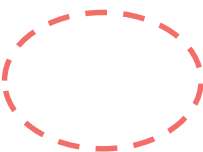
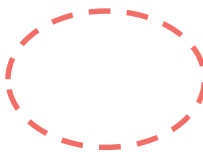
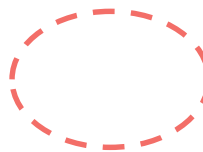
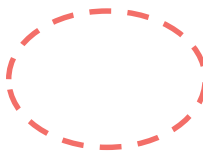
45
groups



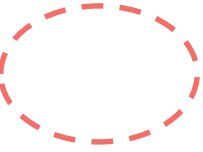
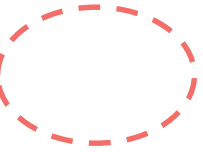
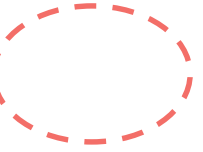
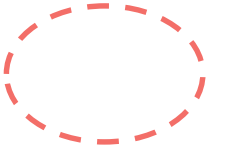
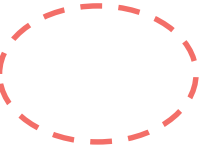
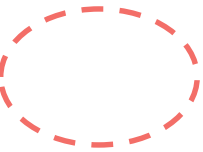
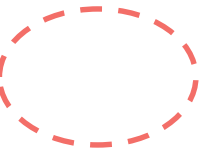
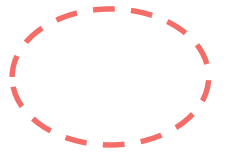
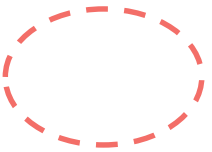
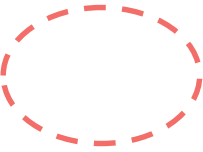
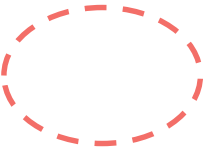
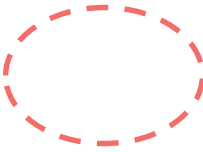
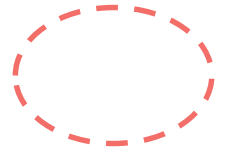
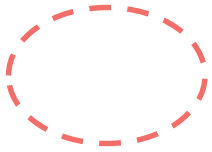
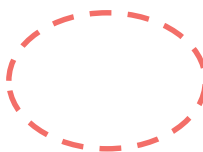
8-16
participants



1 or 2
facilitators



Local host



Themes

Autumn 2017

- Take role as a leader
- Communication

Spring 2018

- To meet the demographic challenges
- Healthy leadership

Autumn 2018

- Quality improvement

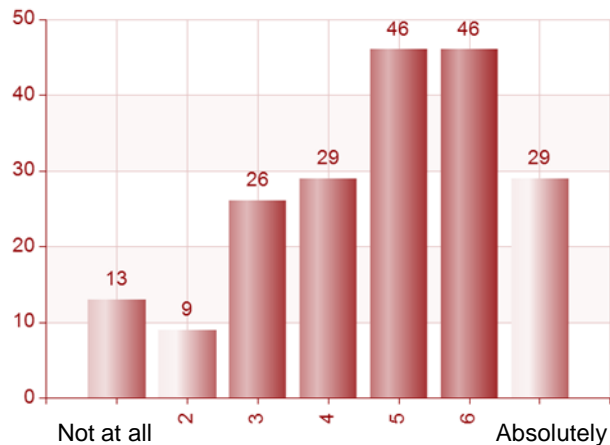
Spring 2019

- Social, ecological and economic sustainability

What would it mean for
your own organization
if you used this concept of
Learning Networks for leaders?

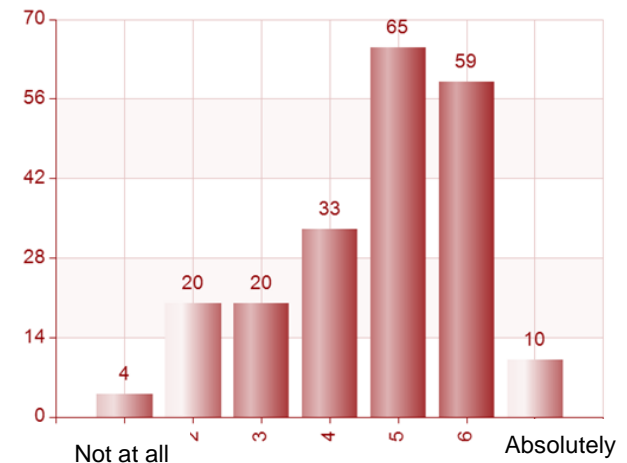
The leaders **answer to the question** got to **answer the question**:
Was the network meeting **well worth the time**?

Spring 2018

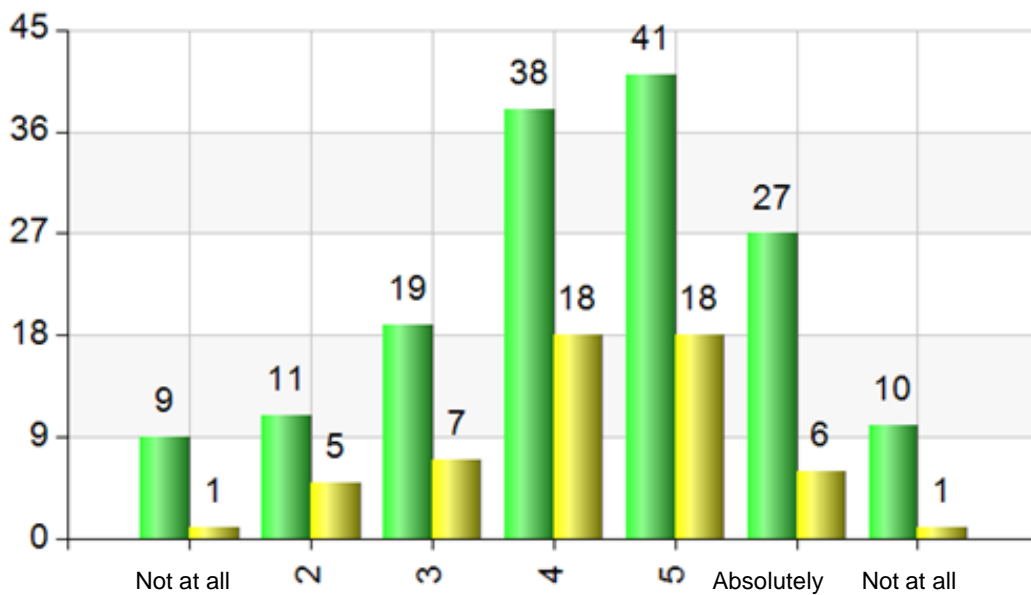


Autumn 2018

Jag hade nog skrivit: Do you think t
were well invested time? Eller
Did you find the network meetings v



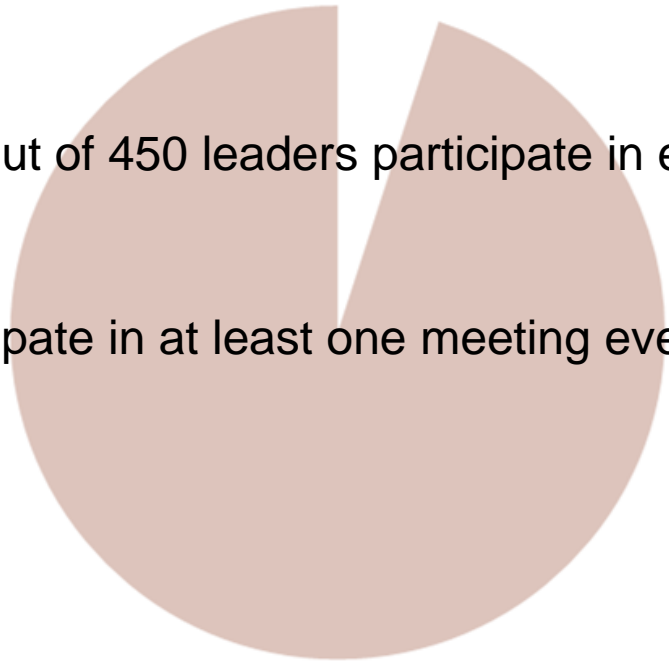
Do you find that the network meetings have helped you to communicate the health care and welfare challenge?



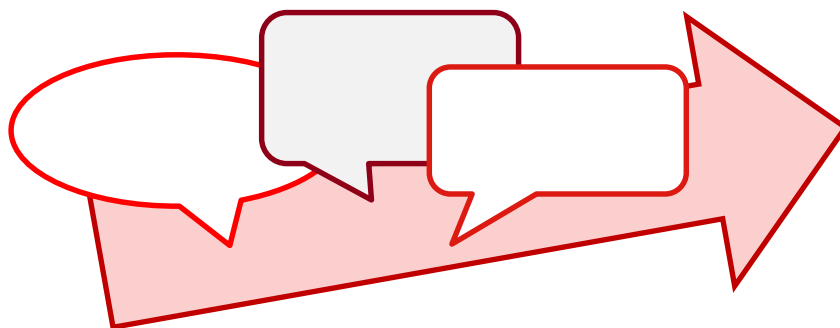
Unit managers
Senior managers

Active participation

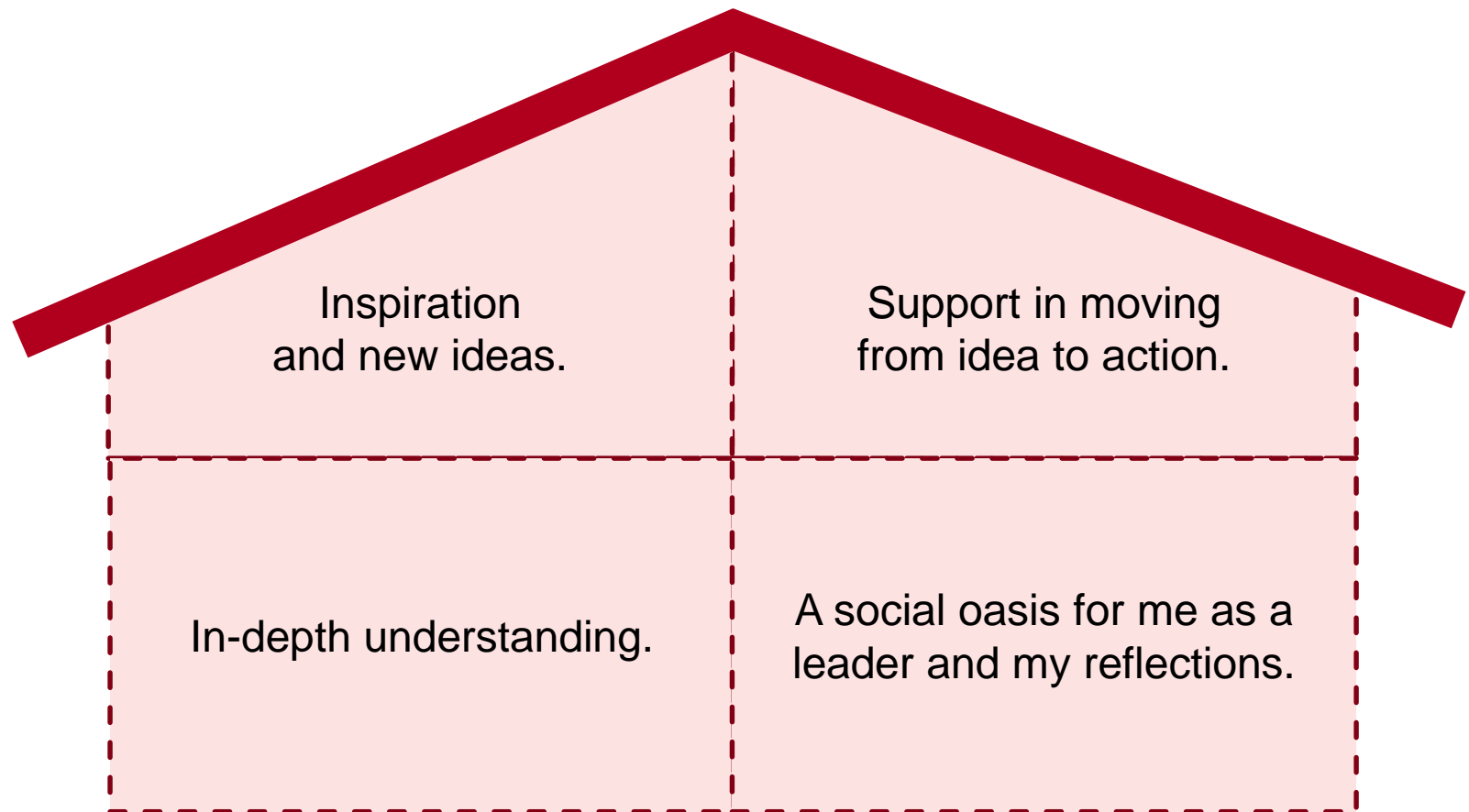
- Over 300 out of 450 leaders participate in each individual network meeting.
- 95% participate in at least one meeting every semester.



Learnings



Results of interviews and observations



CEO
and
directors

THEME

AIM

Description
of
Method

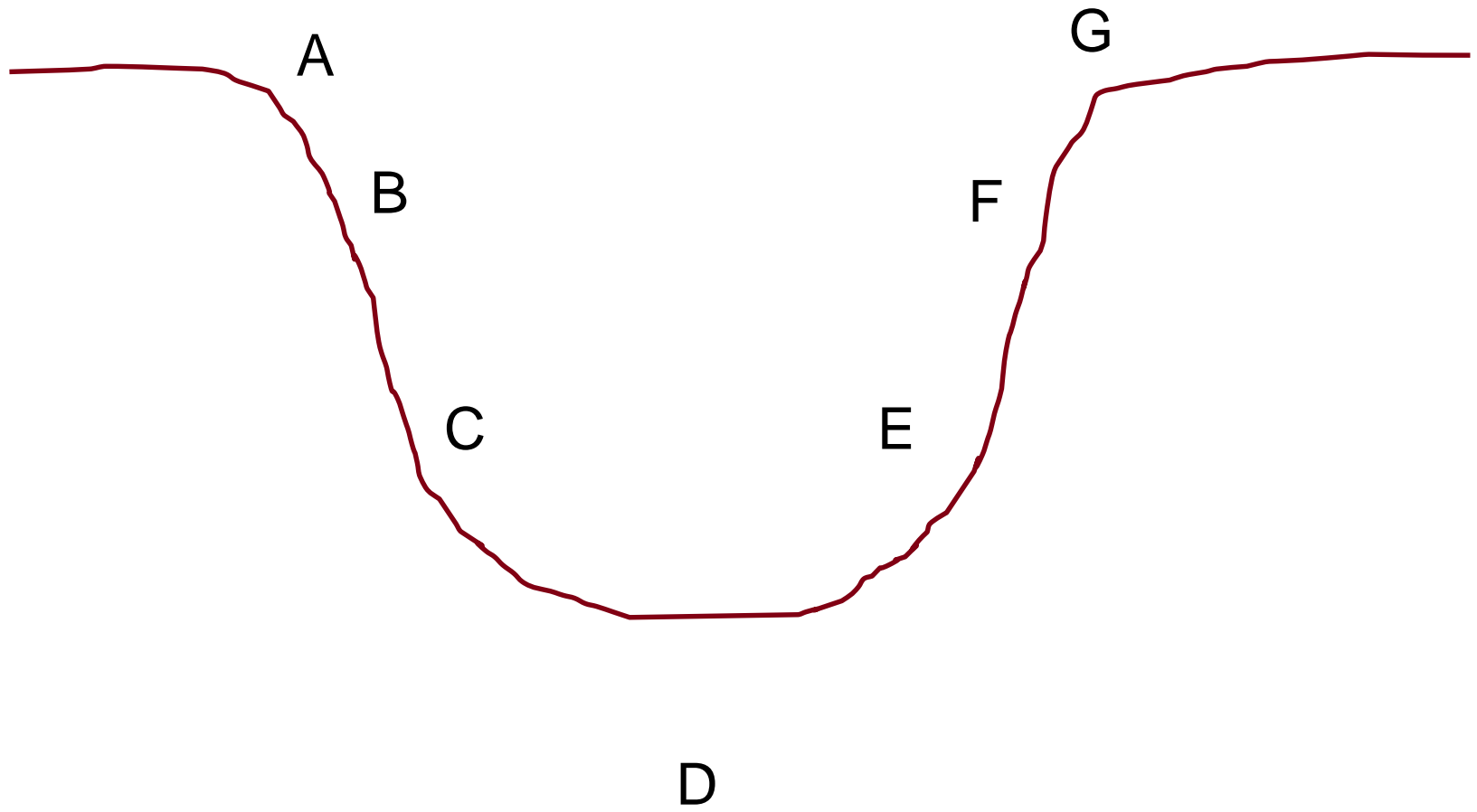
Project
group

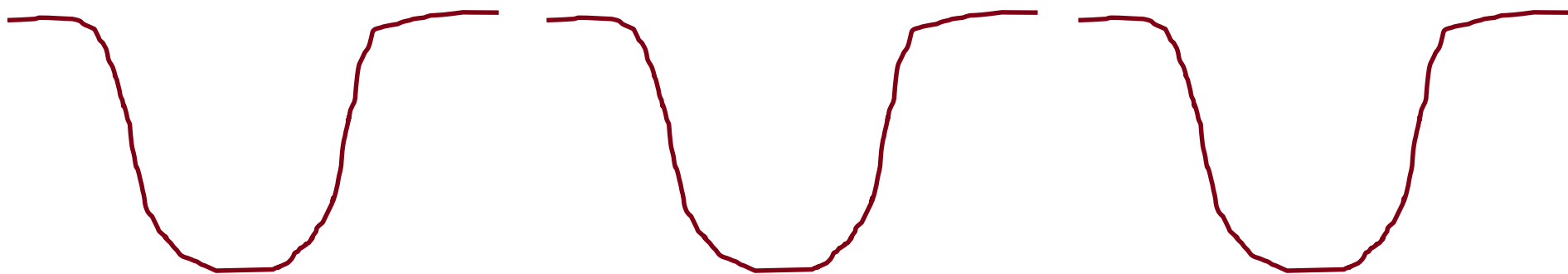


Test in one group



Support to
facilitators







Spiced carrot & lentil soup

★★★★★ (787 ratings) By Jane Hornby Magazine subscription – 6 issues for £1

PREP: 10 MINS
COOK: 15 MINS

EASY

SERVES 4

A delicious, spicy blend, packed full of iron and low fat to boot. It's really easy to make in a slow cooker



* To make dairy-free, see 'try' below

Healthy

Dairy-free

Vegetarian

Ingredients

2 tsp cumin seeds

pinch chilli flakes

2 tbsp olive oil

600g carrots, washed and coarsely
grated (no need to peel)

140g split red lentils

1l hot vegetable stock (from a cube is
fine)

125ml milk

plain yogurt and naan bread, to serve

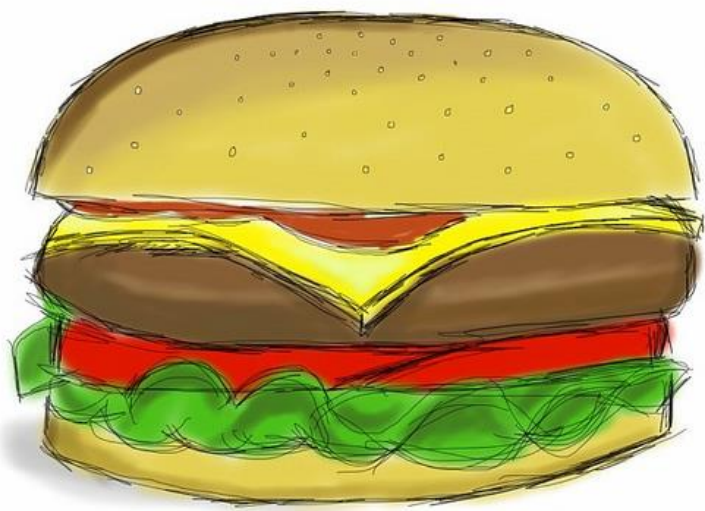
Method

1. Heat a large [saucepan](#) and dry-fry 2 tsp cumin seeds and a pinch of chilli flakes for 1 min, or until they start to jump around the pan and release their aromas.

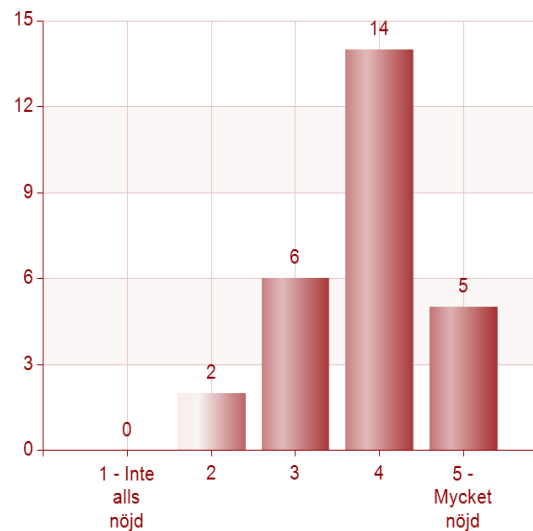
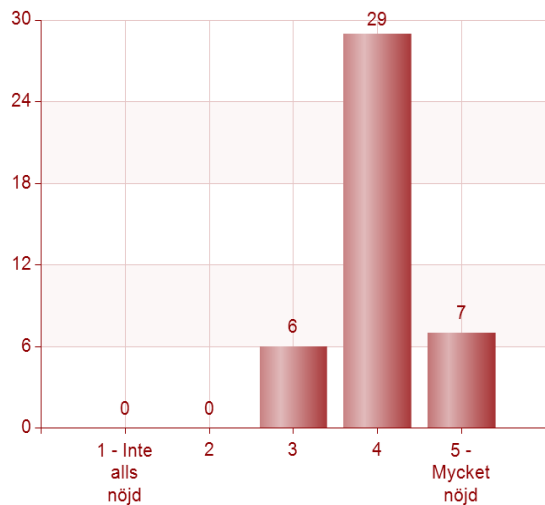
2. Scoop out about half with a spoon and set aside. Add 2 tbsp olive oil, 600g coarsely grated carrots, 140g split red lentils, 1l hot vegetable stock and 125ml milk to the pan and bring to the boil.

3. Simmer for 15 mins until the lentils have swollen and softened.

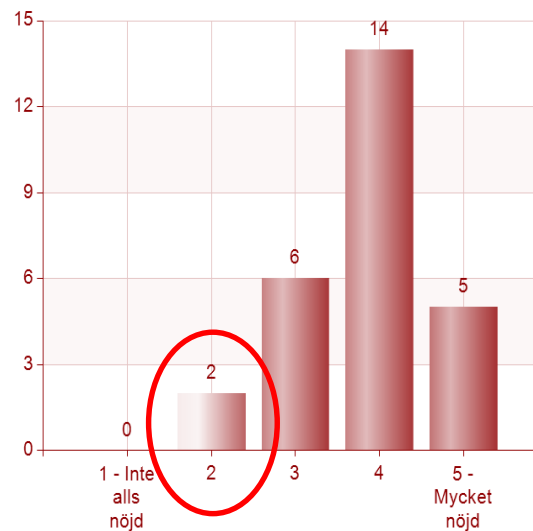
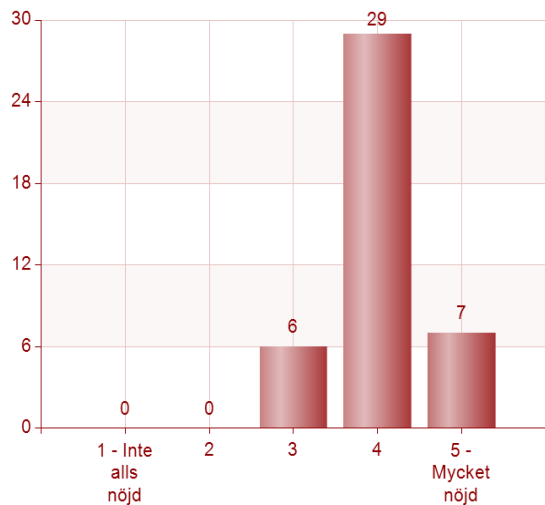
4. Whizz the soup with a [stick blender](#) or in a [food processor](#) until smooth (or leave it chunky if you prefer).



Ongoing dialogue with the facilitators



Ongoing dialogue with the facilitators



Learnings



- Ten facilitators have been offered, and accepted positions as managers or team leaders in our organization.
- Two are now working as develop leaders in our organization.
- Two have joined the program for master's degree in Quality Improvement and leadership.

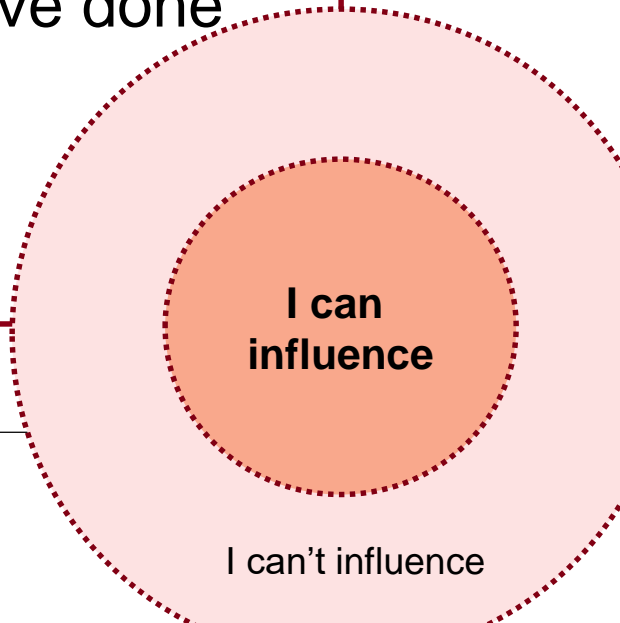


Imagine that we are in year 2030.

Your organization has gone through big challenges and now you are delivering the best results and satisfied customers.

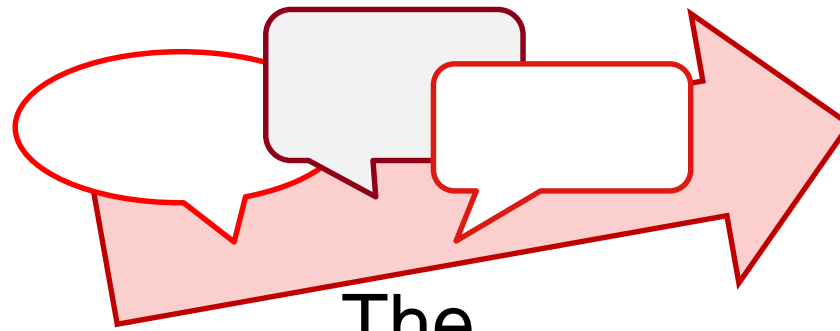
You are standing on the stage at the International Forum and telling the world what **you** have done to get there.

What are you telling us?



**I can
influence**

I can't influence

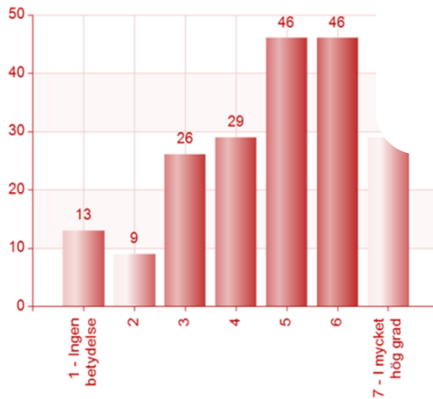


The
system

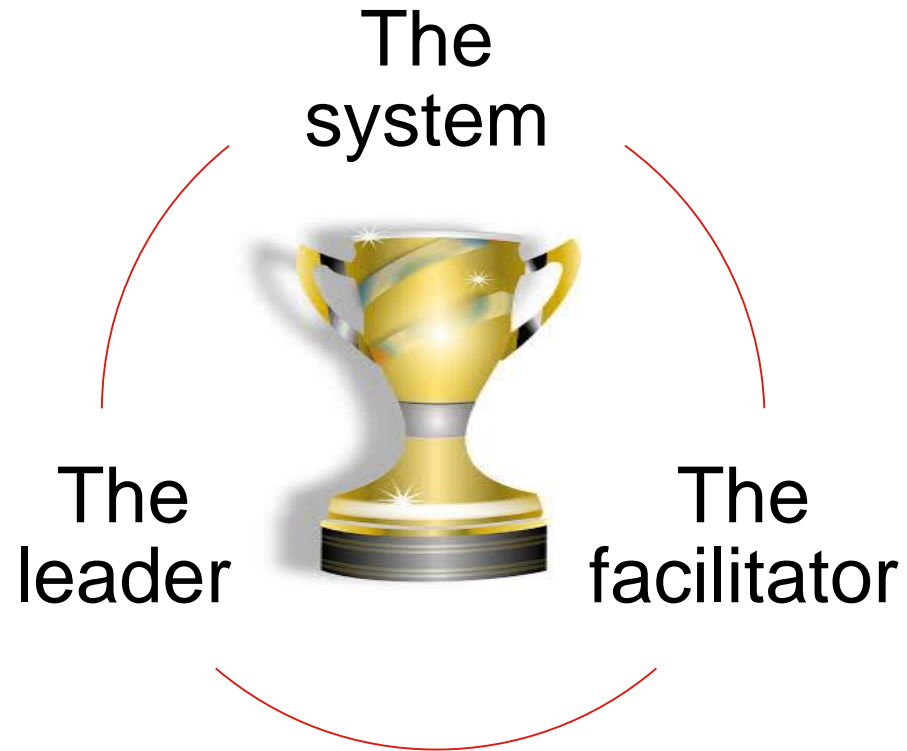
RESULTS

The
leader

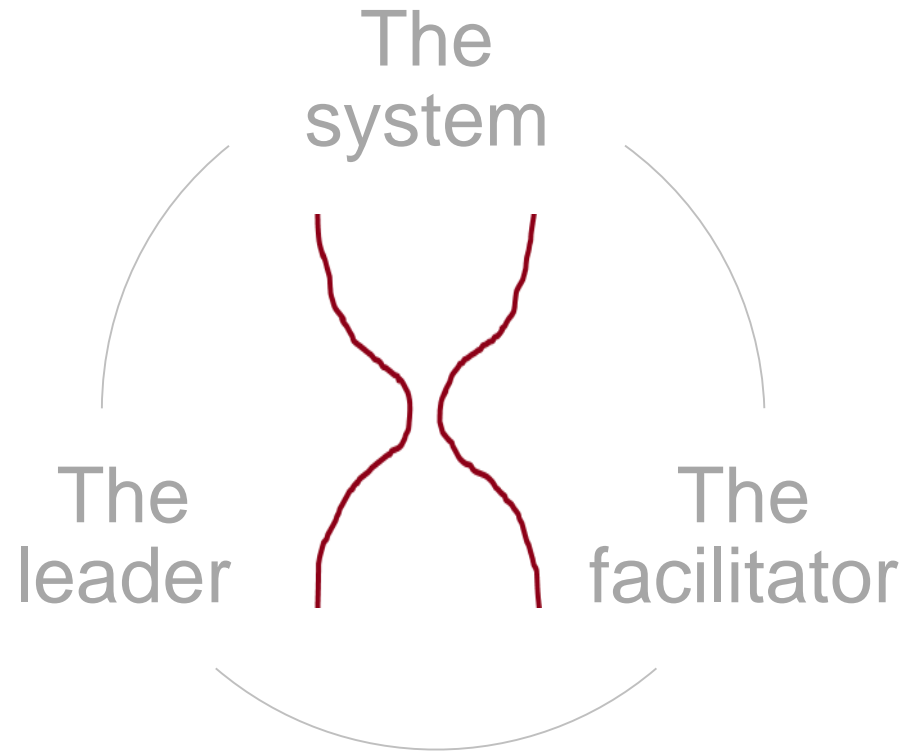
The
facilitator



Learnings



Learnings



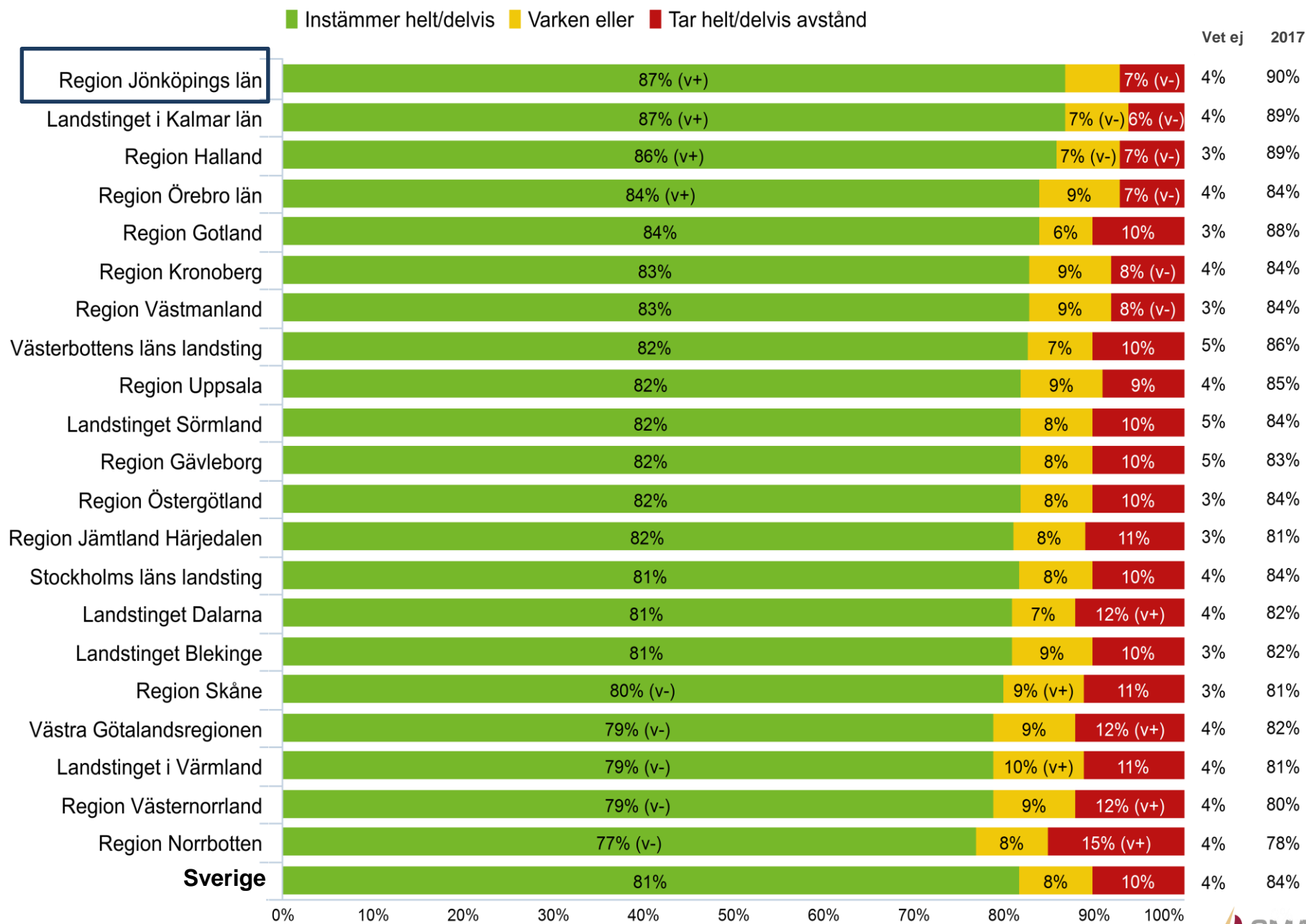
The best medium-sized hospitals in Sweden 2019

Sveriges bästa mellanstora sjukhus 2018

1. Värnamo sjukhus
2. Högländssjukhuset Eksjö
3. Västerviks sjukhus
4. Vrinnevisjukhuset, Norrköping
5. Danderyds sjukhus
6. Lasarettet i Ystad
7. Länssjukhuset Ryhov
8. Västmanlands sjukhus, Västerås
9. Hallands sjukhus Halmstad
10. Centrallasarettet Växjö
11. Karlskrona lasarett



Jag har tillgång till den hälso- och sjukvård jag behöver



v+ = Värdet är med 95 % säkerhet högre än rikssnittet v- = Värdet är med 95 % säkerhet lägre än rikssnittet



Thank you!