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F6 #qff6



Organizing Learning Networks

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



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Region Jönköping County
Sweden



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Development leader, Qulturum
Region Jönköping County
Sweden

- My name is...
- I work...
- I get energy when...

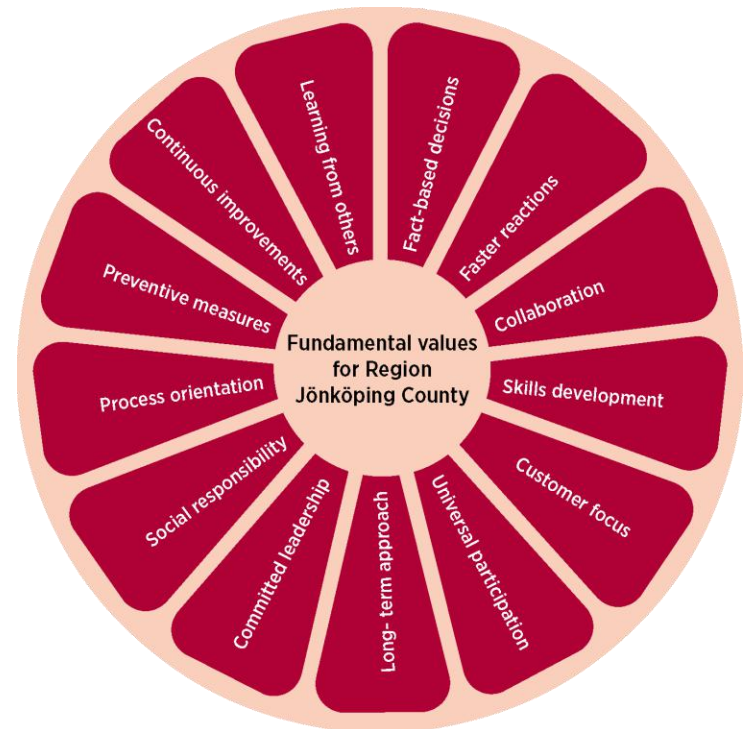
Region Jönköping County

- 360 000 inhabitants
- 10 500 employees
- 500 leaders
- Primary care, Specialist care, Dental care, Regional development, Public transports and Culture.



Vision and values

- The vision “***For a Good Life in an Attractive Region***” links our ambitions within the areas of operation.
- Thirteen fundamental values characterise the work approach, decisions and choice of path.









The aim of Learning Networks

Develop the leadership and the health care based on our vision, thirteen values and the experiences in the network groups.

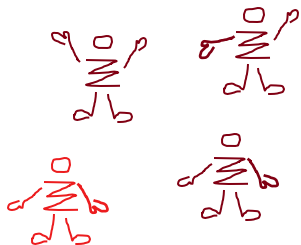
General focus is to find:

- power to execute improvements
- balance in the role as a leader
- shared understanding and relationships.

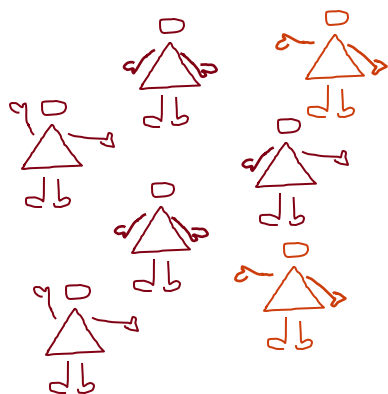
Learning in organizations

	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> 

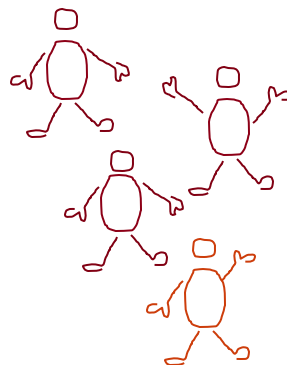
Primary care



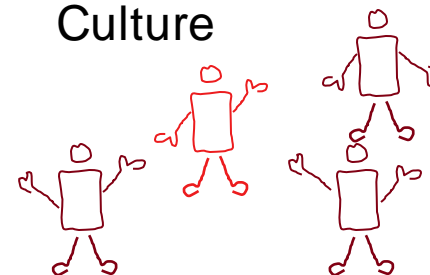
Specialist care

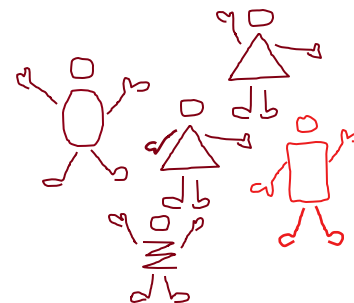
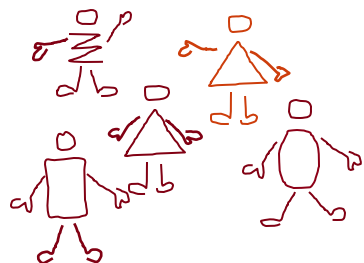


Dental care

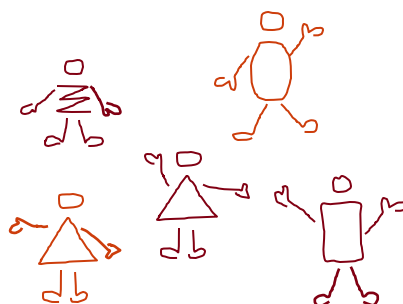
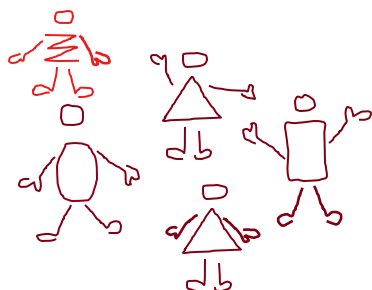


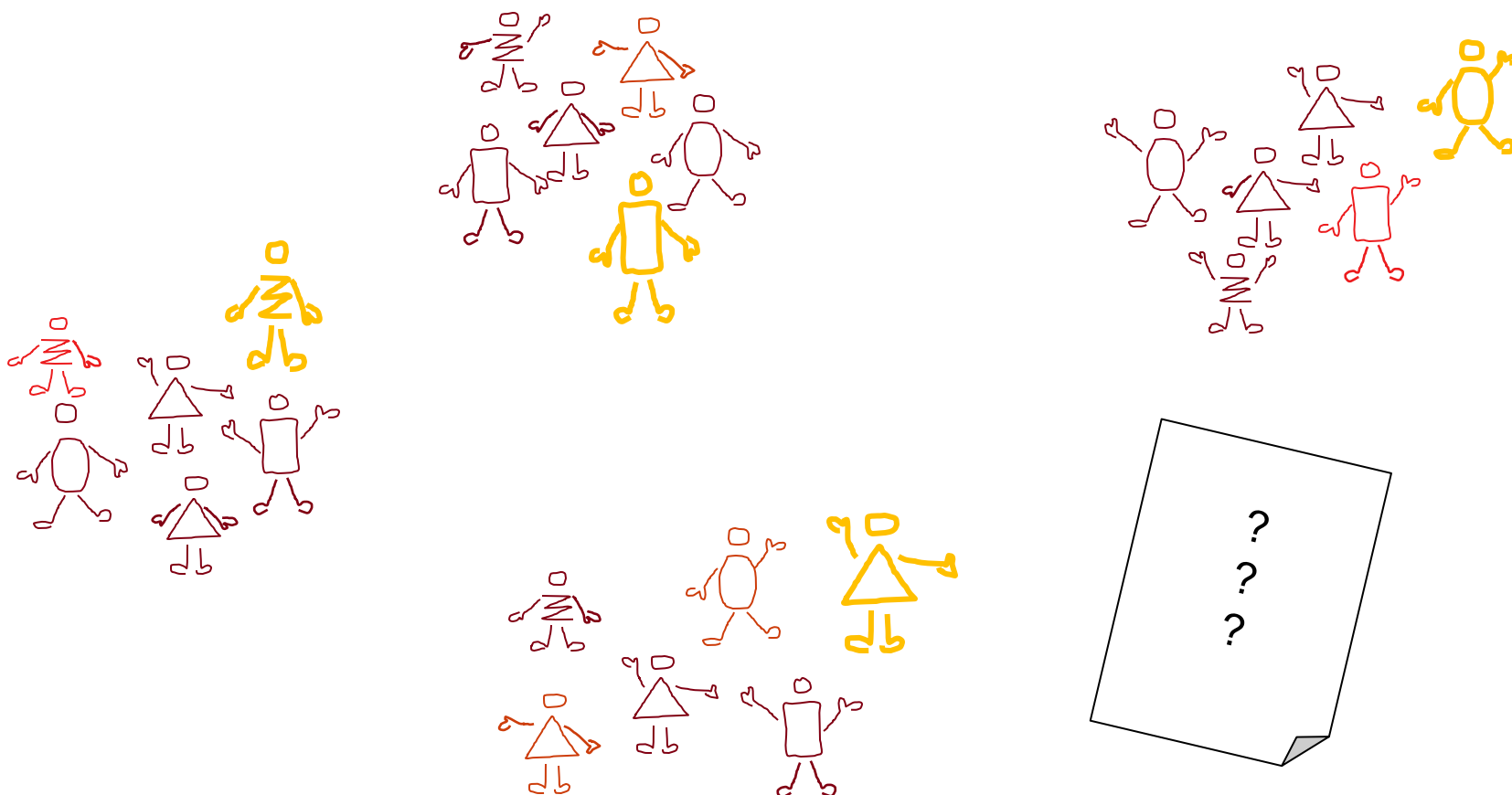
Regional development Public transports Culture

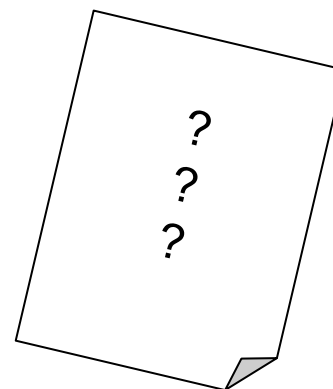
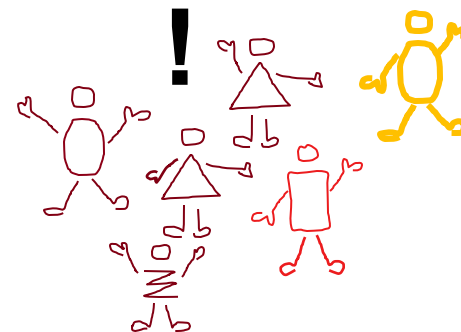
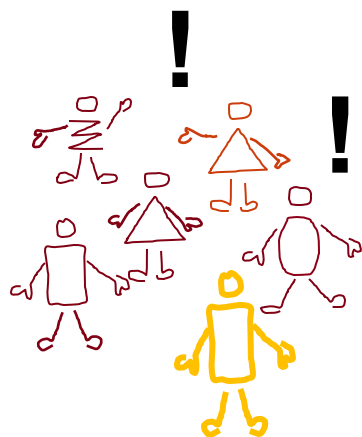




2 hours * 6 times / year







**45
groups**



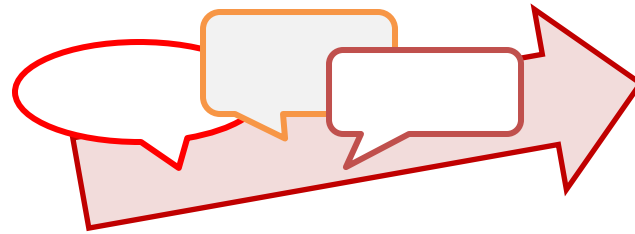
**8-16
participants**



**1 or 2
facilitators**



Local host

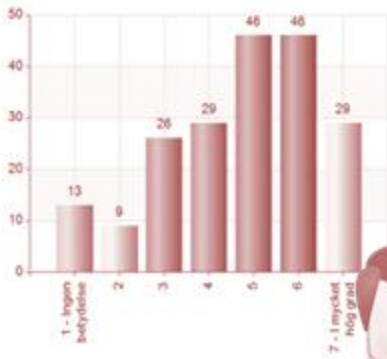


The
system

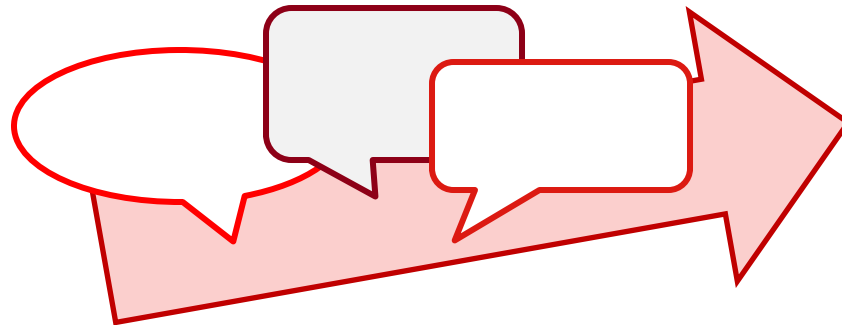
RESULTS
AND
EFFECTS

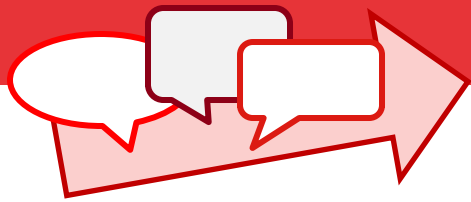
The
leader

The
facilitator

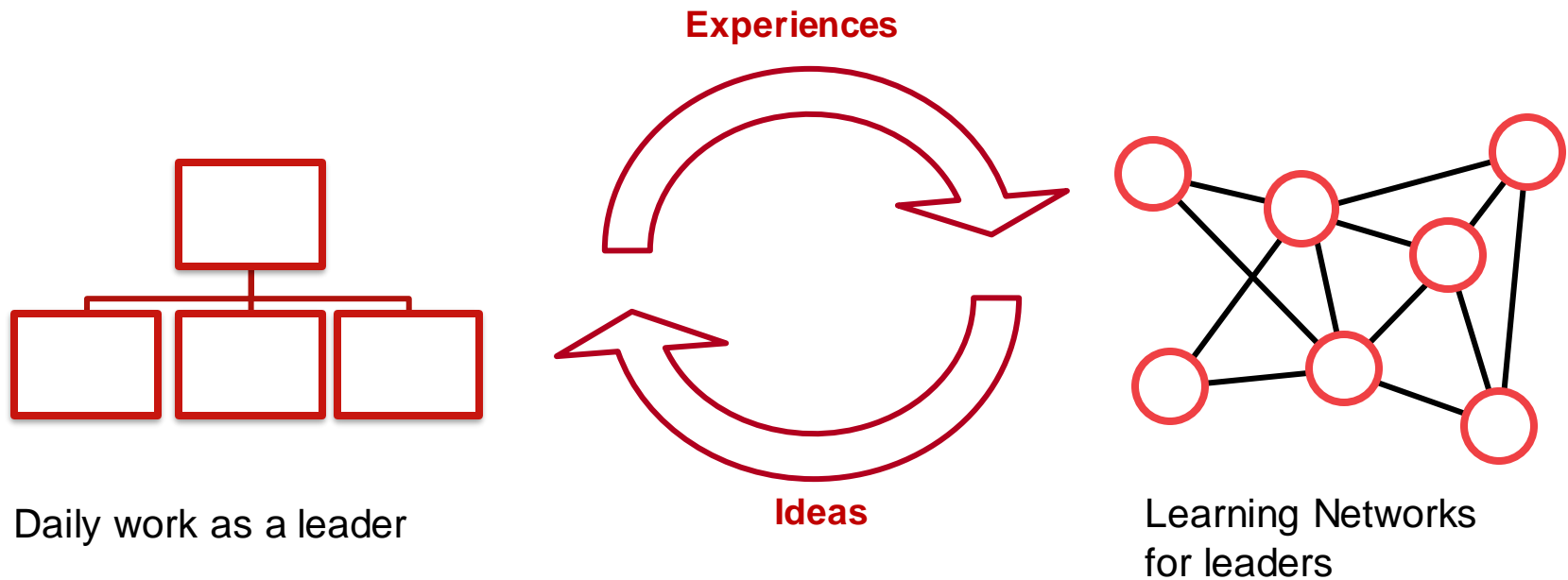


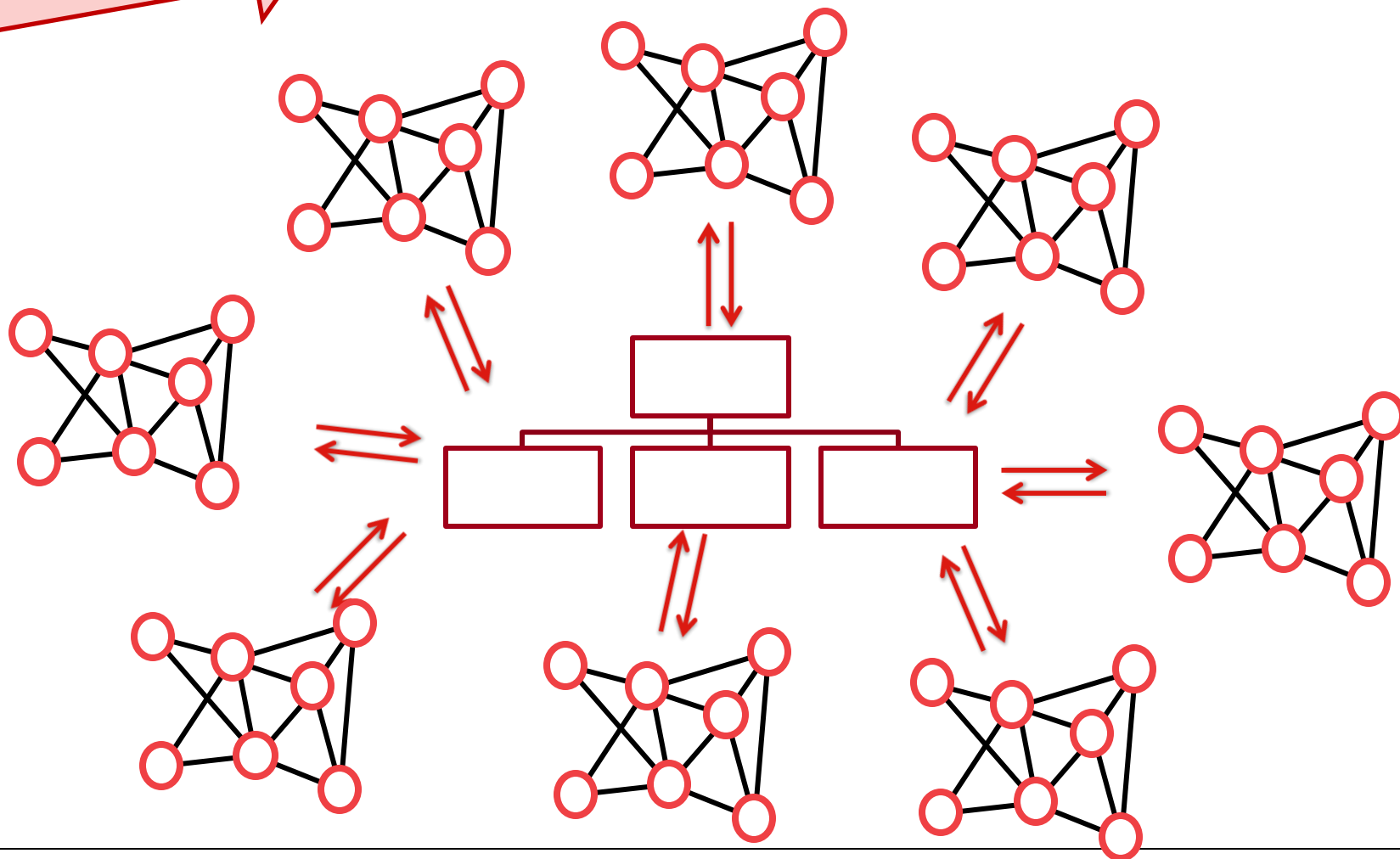
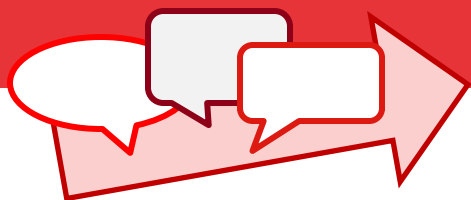
Views from the system perspective

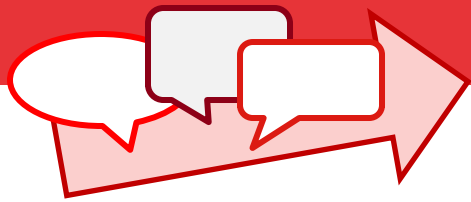




Our hypothesis







Themes

Autumn 2017

- Take role as a leader
- Communication

Spring 2018

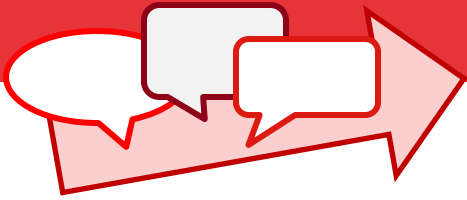
- To meet the demographic challenges
- Healthy leadership

Autumn 2018

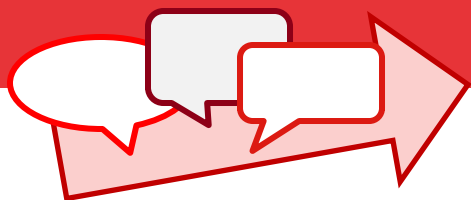
- Quality improvement

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?



Learnings from the system perspective



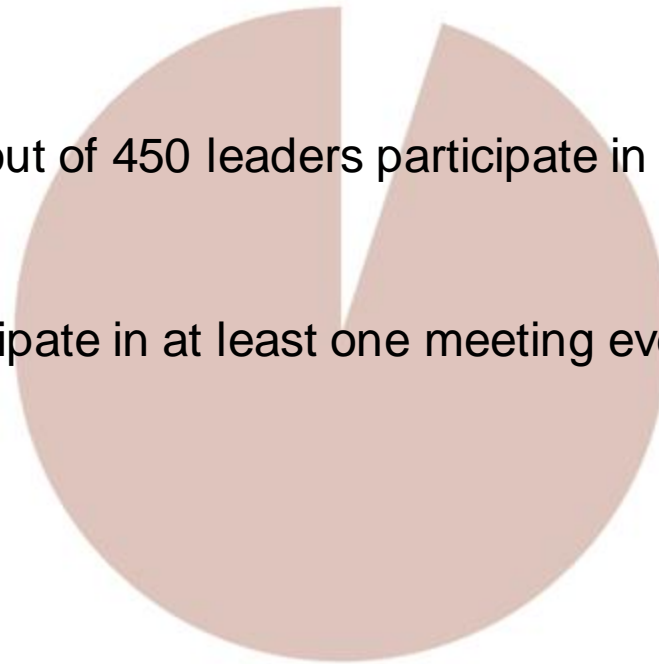
Views from the leader perspective





Active participation

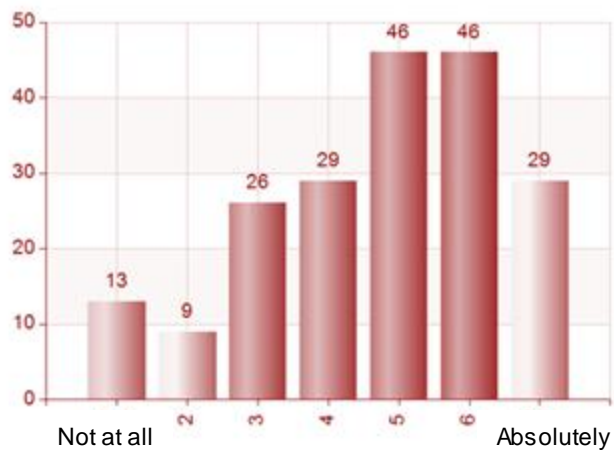
- Over 300 out of 450 leaders participate in each individual network meeting.
- 95% participate in at least one meeting every semester.



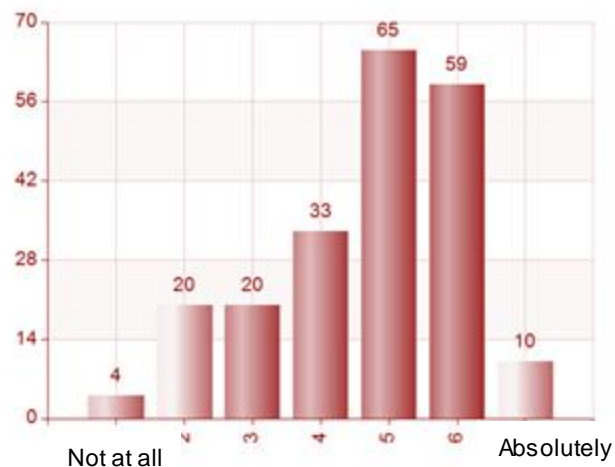


Did you find the network meetings worthwhile?

Spring 2018

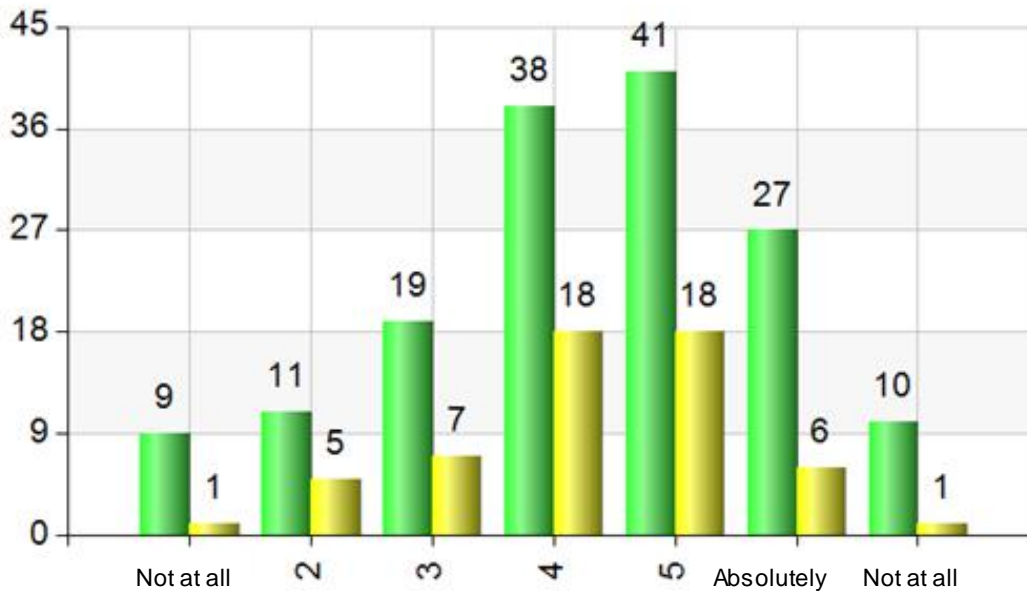


Autumn 2018





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

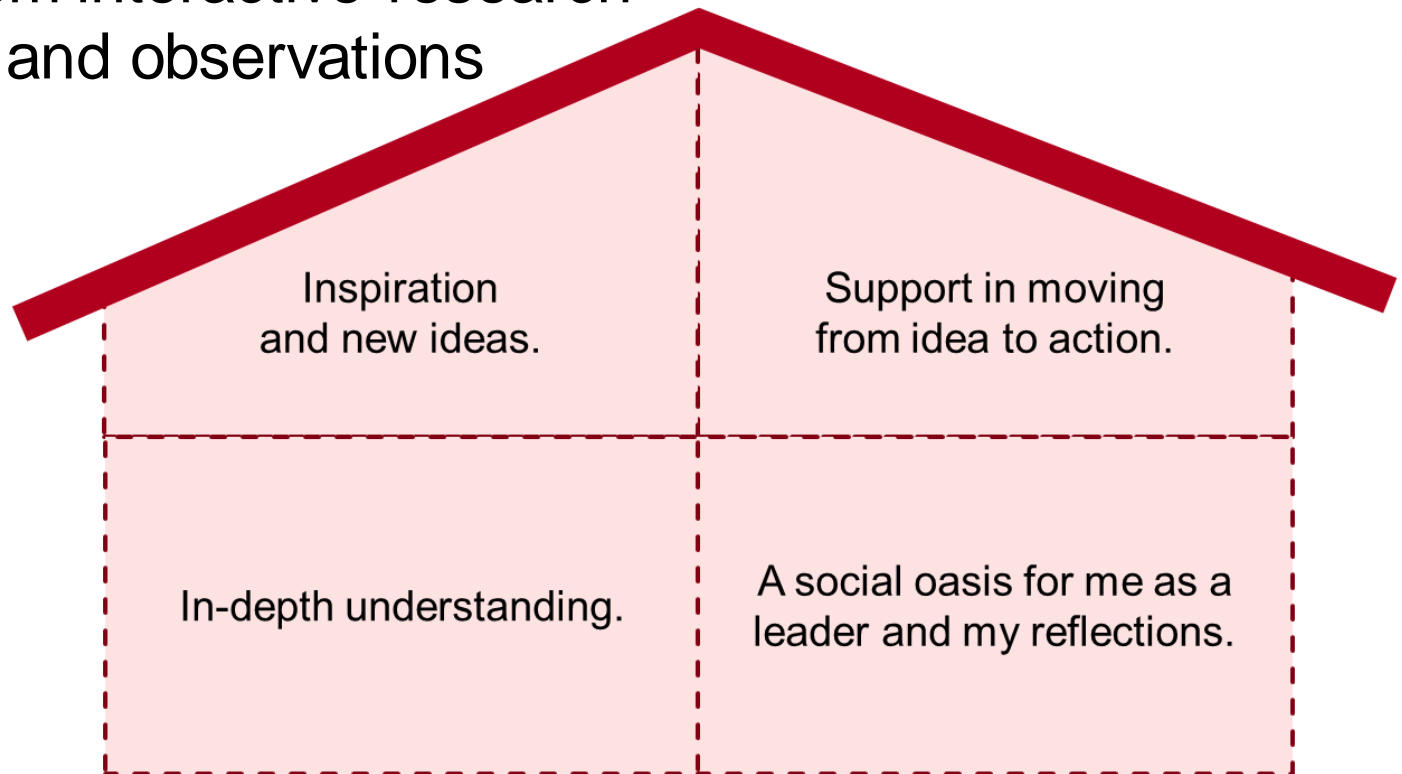


Unit managers
Senior managers



Learnings from the leader perspective

Results from interactive research
Interviews and observations



Views from the facilitator perspective



CEO
and
directors

THEME

SPECIFIC AIM

Description
of
Method

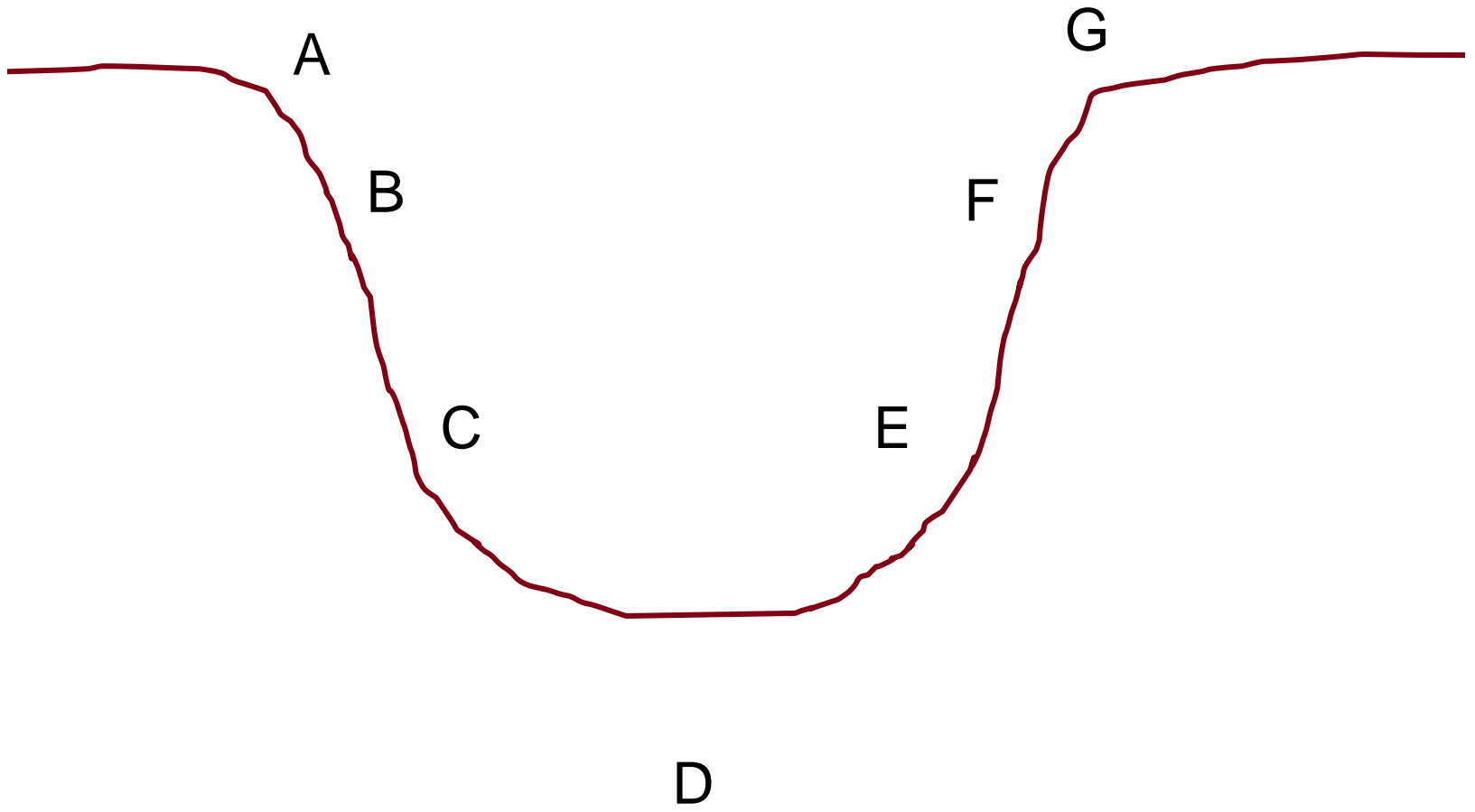
Project
group

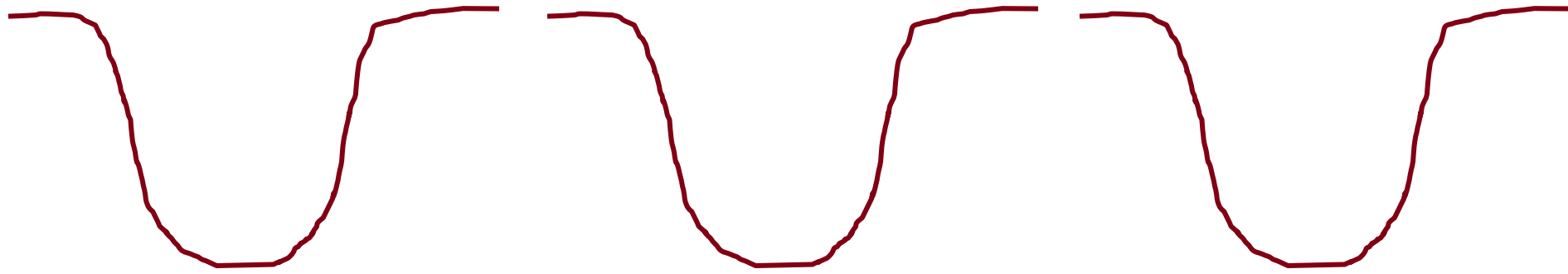


Test in a group
of leaders



Support to
facilitators







Spiced carrot & lentil soup

★★★★★ (737 ratings) By Jane Hornby Magazine subscription – 6 issues



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

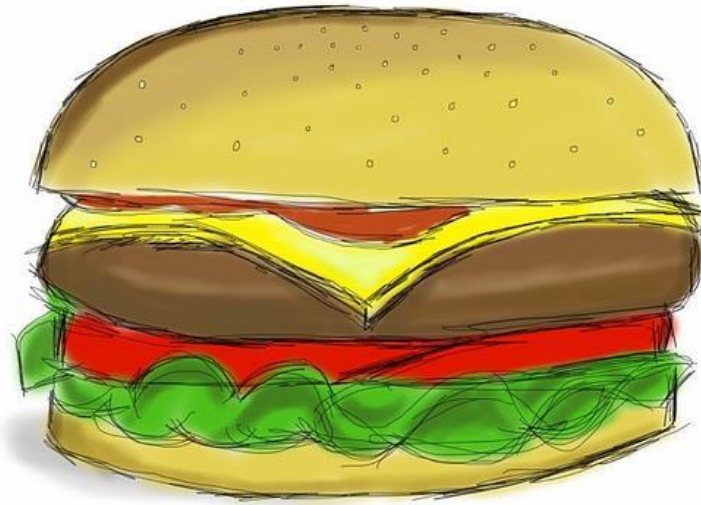
Method

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).

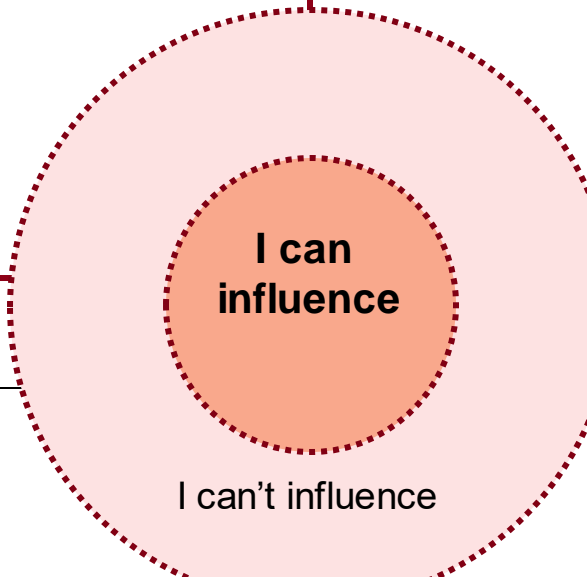


Imagine that we are in year 2030.

Your organization is famous for successful co-production producing good results at lower costs.

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

What are you telling?

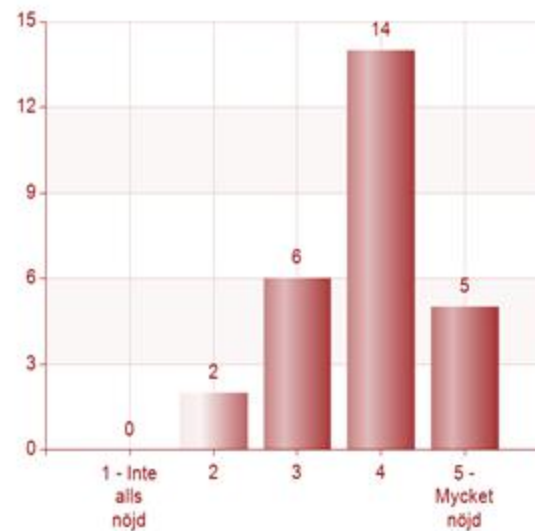
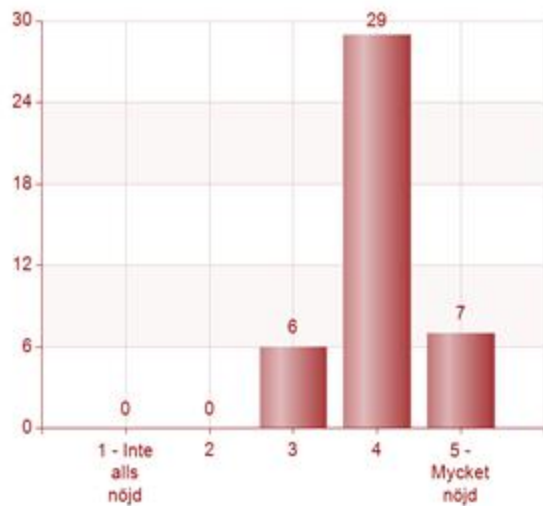


**I can
influence**

I can't influence

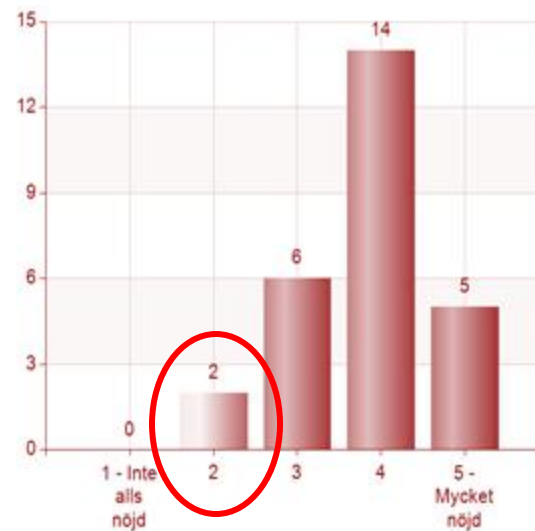
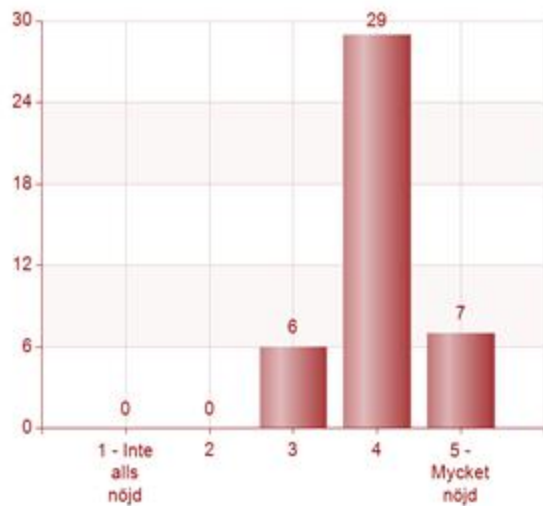


Ongoing dialogue with the facilitators





Ongoing dialogue with the facilitators





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

Learnings from the facilitator perspective

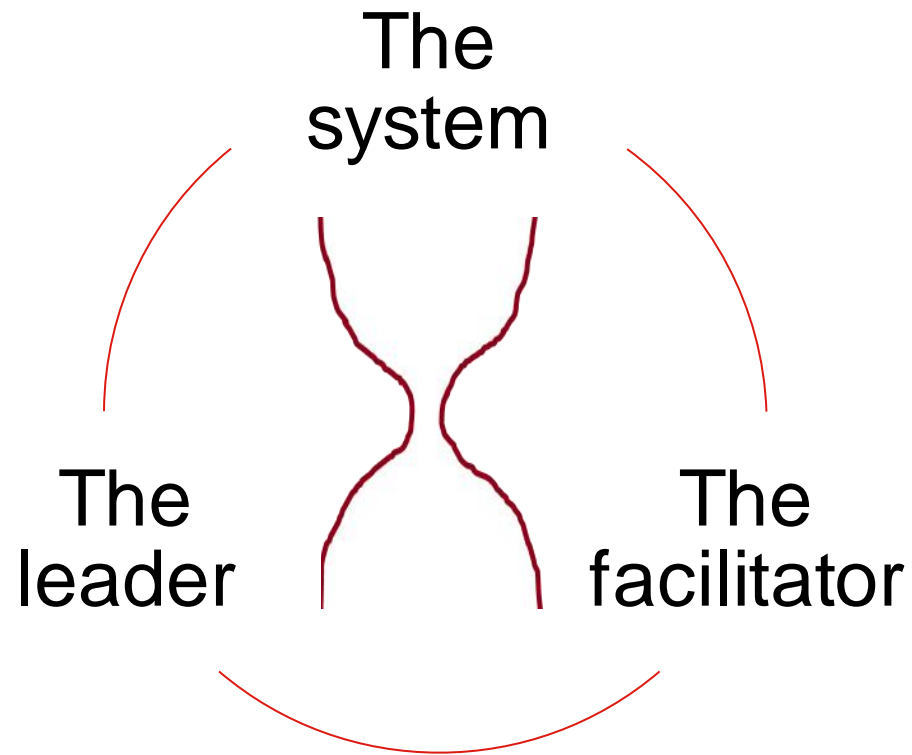


The
system



The
leader

The
facilitator





Results and effects?



County's hospitals best in Sweden

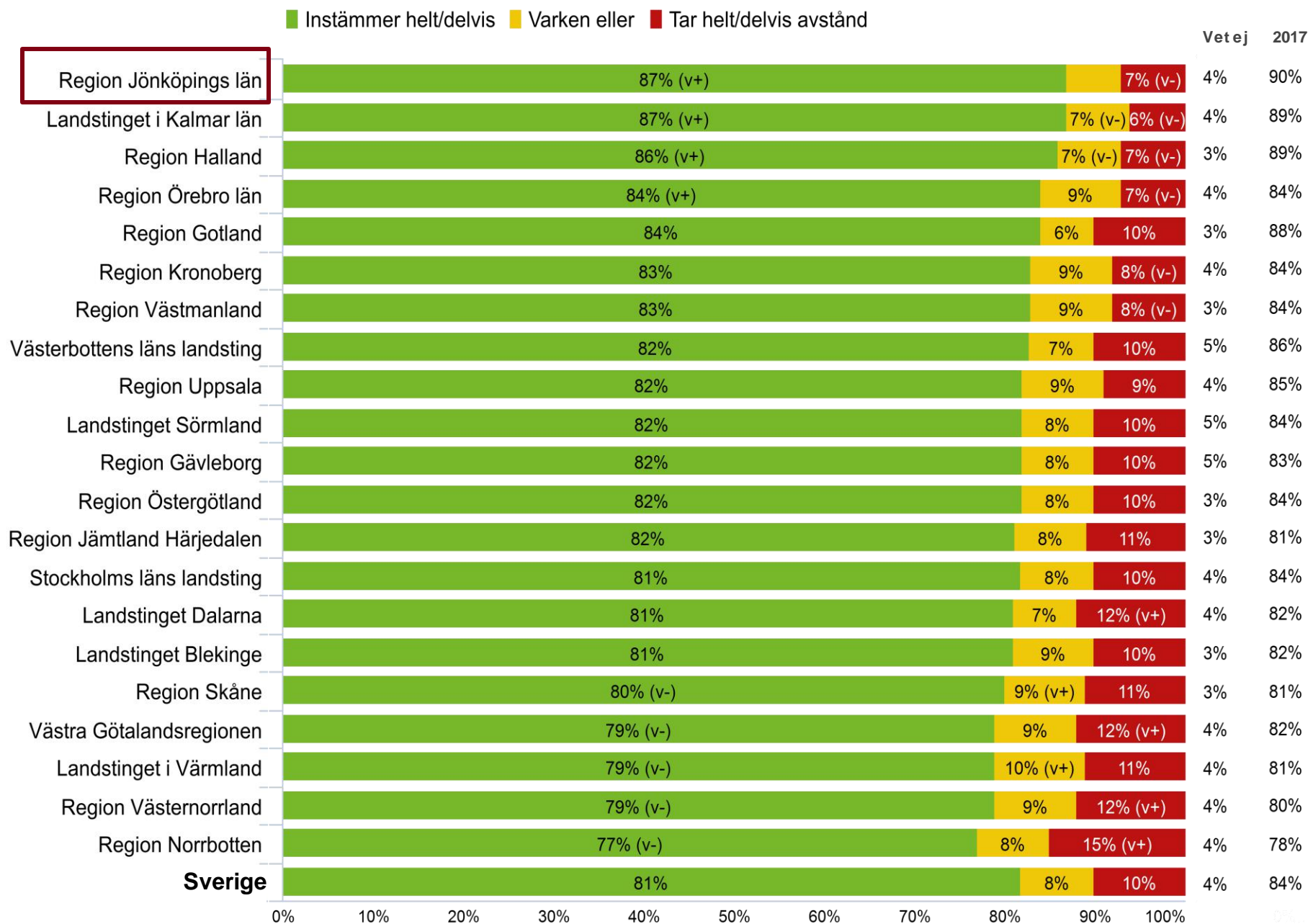
Our hospitals are number 1, 2 and 7,
among mid-size hospitals in Sweden
2018, according to the *Dagens Medicin*
ranking.



Greatest confidence on the 'healthcare barometer'

- The citizens of Jönköping County have the greatest confidence in the healthcare system and are more satisfied with access to healthcare than anywhere else in Sweden.

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

Quality as a strategy

- Goals
- Make it possible
- Follow up
- Act when needed



*If you want to be among the best –
you have to be the best improver.*

Thank you!



Thank you!