Leadership & Organizing for Change

Informational Call

February 10, 2020
Our time today…

- Introductions
- Ice Breakers
- Program Design Curriculum
- Course Logistics, FAQs, Fees
- Q&A
The IHI team…

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Where are you joining us from today?
What do you hope to learn today?

• Please chat in your questions concerning IHI’s Leadership & Organizing for Change online course with coaching.

• If we already plan on covering any answers during the course of the call, we will be sure to highlight them.

• Please continue chatting in any questions that arise throughout our conversation!
Program Design & Curriculum
Our common interests bring us together

- Developing leadership skills in ourselves & others
- Becoming effective community organizers
- Building strong teams
- Leading change
- Collaborating across traditional boundaries
- Improving the health of our friends, families, neighbors, patients, communities
- Learning with and from each other
- Getting improvement projects started, sustained & brought to scale
We’re working to address many different urgent challenges, and envisioning many different versions of a hopeful future

- Improving quality in health care systems
- Improving behavioral health services
- Addressing substance use and its impact on communities
- Encouraging greater physical activity and better nutrition
- Serving vulnerable populations, like the elderly, communities of color, persons with chronic conditions
Objectives of the program:

• Gain leadership skills and apply helpful tools to chart a path for change and engage key stakeholders
• Develop a compelling story of your own leadership journey to call others to action
• Approach relationships openly and intentionally to gain commitment based on shared values
• Map stakeholders and resources within your organization or community to leverage existing assets toward change
• Facilitate interdependent teams in which leadership is distributed among the members
• Understand and communicate the importance of interprofessional and cross-stakeholder collaboration
• Reach out to local communities and build new partnerships
• Design motivating actions to engage others meaningfully in the work
• Mobilize people toward collective, large-scale systemic change
Examples of Projects

Health care
• “We are organizing the Medical Center faculty and dental-resident leaders to measure, through weekly reports, the number of their inter-professional interactions with members of other health care disciplines in order to increase inter-professional awareness, education, and collaboration with results compiled by January 1, 2015.”

Community Health
• “We are organizing with community members at the University of South Florida to collaboratively design and distribute materials promoting prevention and early intervention in mental health by May 2015.”

Open School
• “We are organizing 30,000 IHI Open School students to improve the health of their communities by December 2015.”
Pedagogy & Methods
Organizing Theory of Change

Theory of change: If → Then
If we do X → Y change will occur.

People:
Recruiting and developing leadership

Power:
Building a community around that leadership to create power

Change:
Using this power to address the challenge our people are called to face

... people acting together to change the status quo
Organizing = People, Power & Change

(1) Who are our People?
(2) How can we get the Power we need…?
(3) To achieve the Change we want?
What is Leadership?

‘Leadership is accepting responsibility for enabling others to achieve shared purpose in the face of uncertainty.’

- A practice, not a position
- Authority is earned, not bestowed
- Focus is on developing others, not just yourself
What are the course requirements?

- Identify a project
- Complete the 8 online learning modules (about 45-60 min each)
- Attend the calls (or listen to the recordings)
- Complete the post-course evaluation
What does the course look like?

**Lessons**

- **Lesson 1: Introduction to Systems Thinking**
  - 09/12/2019 - 11/14/2019

- **Lesson 2: Organizing as a Leadership Practice**
  - 09/26/2019 - 11/14/2019

- **Lesson 3: Public Narrative: How to Craft a Call to Action**
  - 10/03/2019 - 11/14/2019

- **Lesson 4: Stakeholder and Asset Mapping**
  - 10/10/2019 - 11/14/2019

- **Lesson 5: Relational Strategizing**
  - 10/17/2019 - 11/14/2019

- **Lesson 6: Creating the Conditions for Effective Leadership Teams**
  - 10/24/2019 - 11/14/2019

- **Lesson 7: Distributing Leadership to Co-Produce Sustainable Efforts**
  - 10/31/2019 - 11/14/2019

- **Lesson 8: Mobilizing Measurable Collective Action**
  - 11/07/2019 - 11/14/2019

**Contents**

- **Isaiah**
  - Becoming a Systems Thinker
  - Applying Systems Thinking to Population Health
  - Introduction to the HII Triple Aim
  - What Is An Upstreamist?
  - Why Aren't There More Upstreamists?
  - Concrete Actions

**Assignments**

- "Five whys" worksheet

**Before you begin Lesson 1, please complete the following:**

- I-CAN pre-assessment
- Review the orientation material

Unable to view this video? Watch it on YouTube or read the transcript.
Facebook Community (optional)

IHI Group: Leadership and Organizing for Change
Private group

About
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Leadership and Organizing for Change

Online Course Begins March 12, 2020

Find out more: ihi.org/Lead
Coaching Fellows

Having trouble applying a lesson to your project?

Do you feel like you could use extra help or guidance?

- The Coaching Fellows team can help!
- Dedicated group of accomplished course alumni
- Support learners to solidify learnings, practice skills, offer coaching & perspective
- Opt-in during registration to be paired with a Coaching Fellow!
Alumni Tips

• Connect with your coach
• Focus on the team
• Think small but be visionary
• Try everything once! Bring a spirit of curiosity
• Set aside time to review video lectures early so you have a handful of days to work with the practice exercise
• Challenge yourself to apply the methods to your work
• Commit to your learning: You get out of it what you put into it

“The course is well designed and presented with the flexibility to adapt to most situations. I now feel much more confident that I know what to do and how to do it. I definitely recommend this course if you want to think outside the box of "improvement", and help consumers make the real impact that only they can.”
FAQs

• How will we hear from the IHI team?
  – We send weekly emails

• What if I can’t make an All Learner Call?
  – Calls will be recorded and shared following the live calls

• What is the expected time commitment?
  – 3-5 hours per week

• When do the courses become available and for how long?
  – Each lesson will be available for 2 weeks before the next opens
  – All lessons will be available until the last call
  – Assignments will be accepted on a rolling basis from when a lesson opens until access to the course closes in June

• Does this course offer CEUs?
  – Accredited to offer 9 CE credits for physicians
  – General attendance certificate that will be available
Fees

- $549 per person
- For groups of 10+ - 15% discount per person
- There are a limited number of need-based discounts. Information and the application can be found on the course website
Questions?

- Raise your hand
- Use the chat
- Be sure to chat to “all participants”
Next Steps:

• Visit ihi.org/lead to learn more about the course
• If you have any questions, please email LOcourse@ihi.org