

# Leadership & Organizing for Change

*Informational Call*



**February 10, 2020**

# Our time today...

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- Introductions
- Ice Breakers
- Program Design Curriculum
- Course Logistics, FAQs, Fees
- Q&A



# The IHI team...

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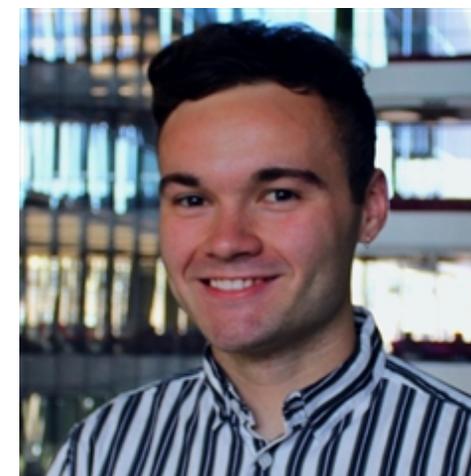
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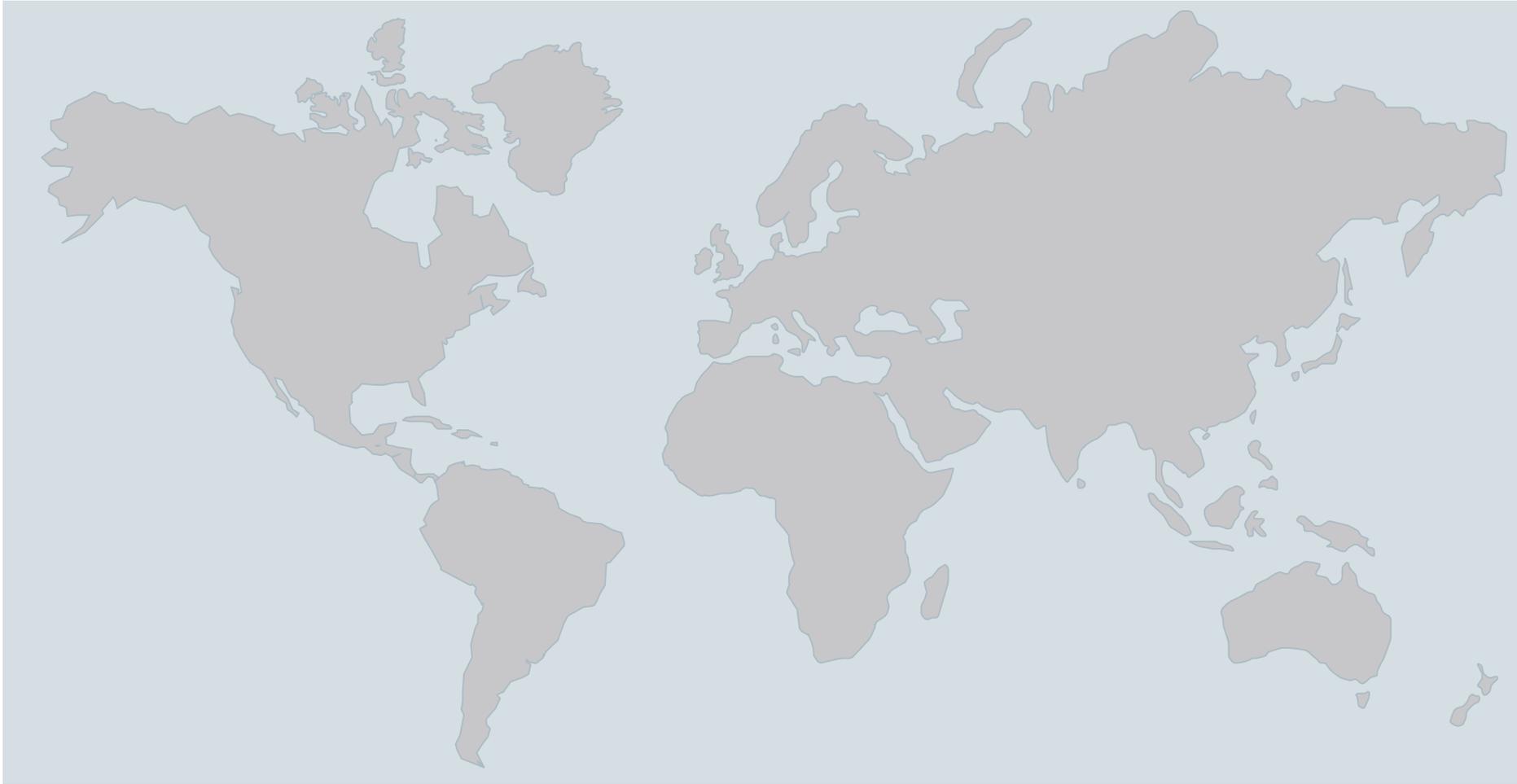


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# Where are you joining us from today?

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# What do you hope to learn today?

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- 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

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- 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

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- 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:

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- 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

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## 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.”

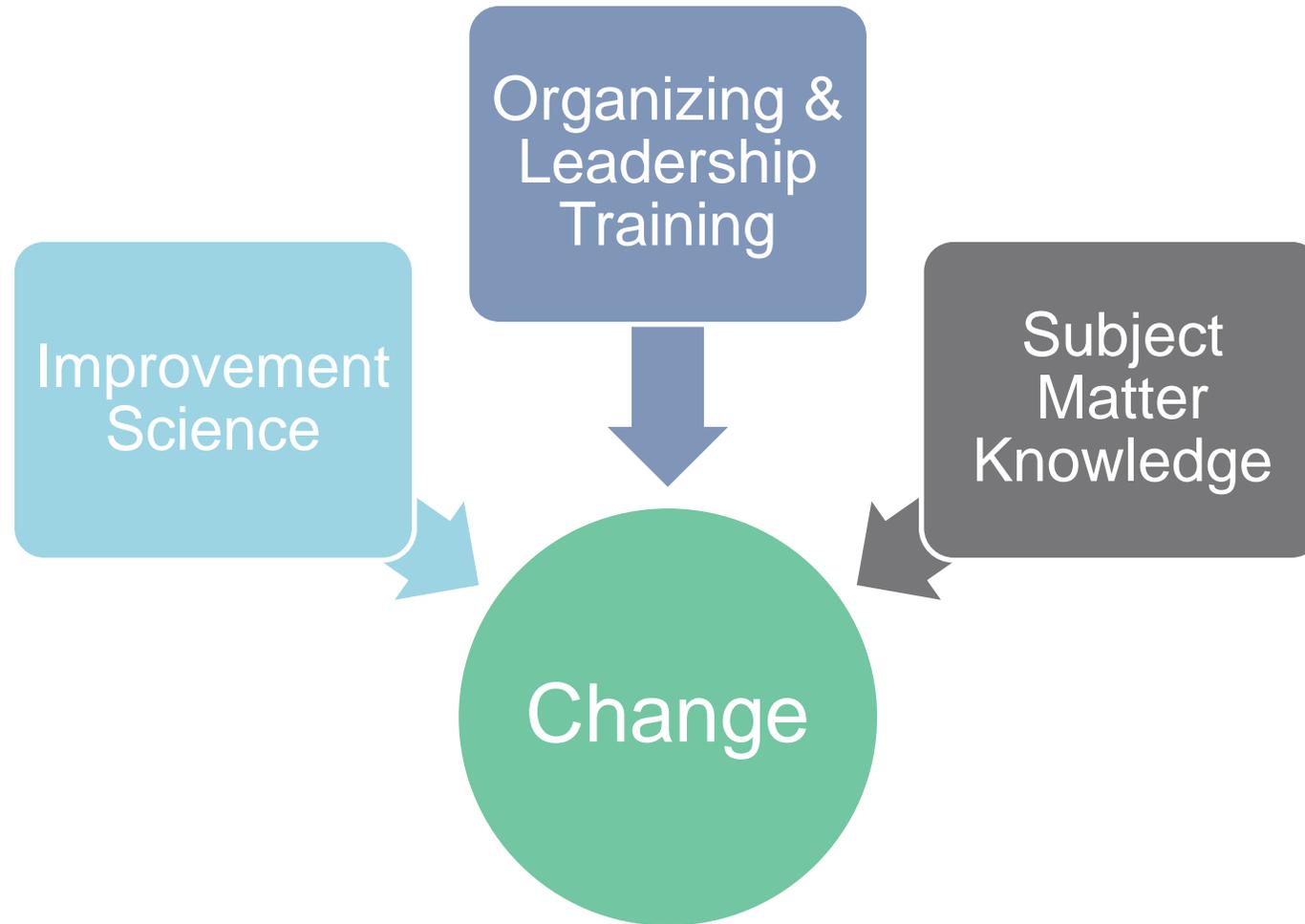


# Pedagogy & Methods



# Theory of Change

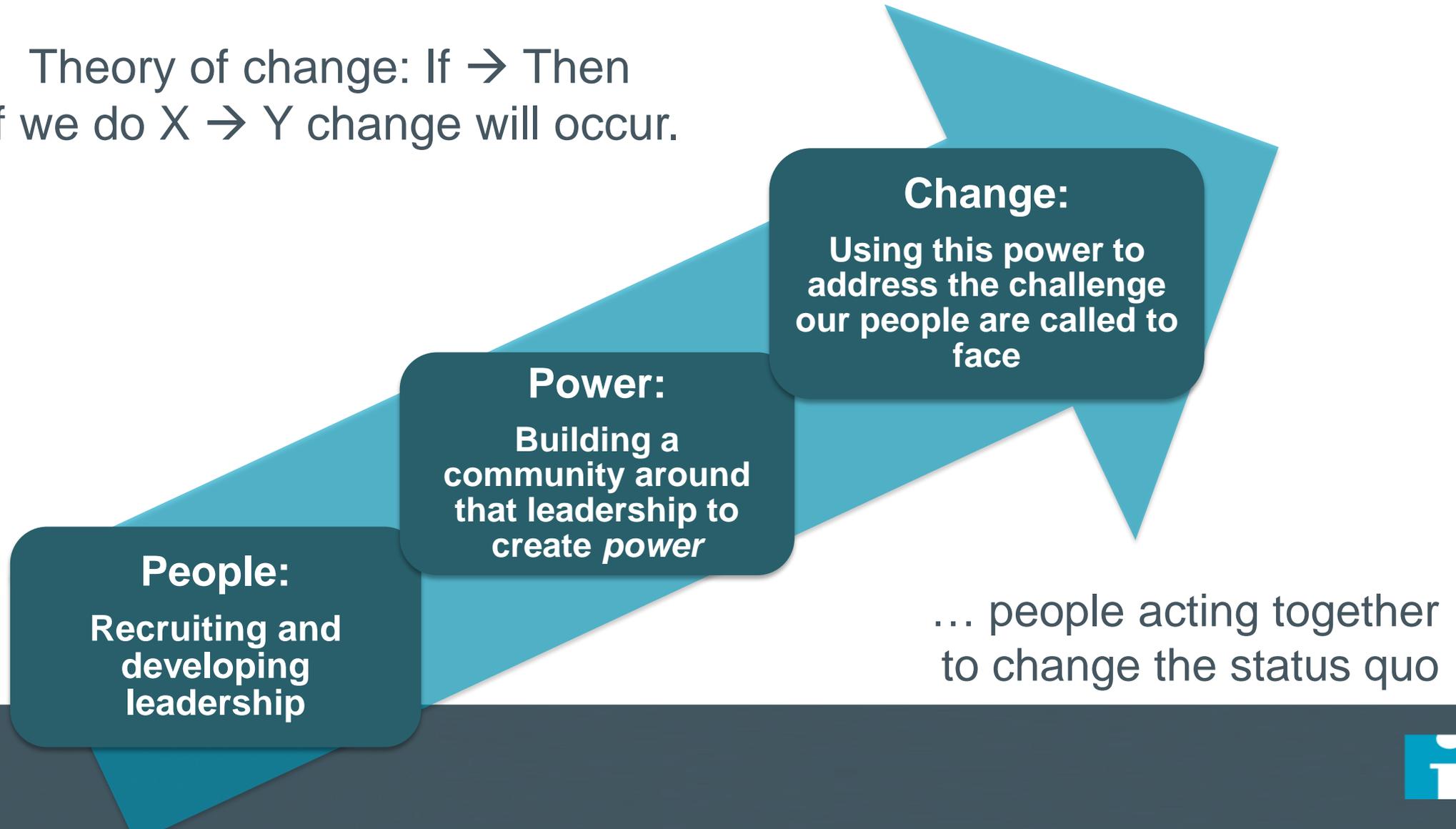
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# Organizing Theory of Change

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



... people acting together  
to change the status quo



# Organizing = People, Power & Change

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- (1) Who are our **People**?
- (2) How can we get the **Power** we need...?
- (3) To achieve the **Change** we want?



# What is Leadership?

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‘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?

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- 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

## I CAN: Leadership & Organizing to Improve Population Health (Fall 2016)

Lesson 1: Introduction to Systems Thinking and "Upstreamist" Thinking 7 day(s) left

### Contents

Isaiah

Becoming a Systems Thinker  
 Applying Systems Thinking to Population Health  
 Introduction to the IHI Triple Aim  
 What Is An Upstreamist?  
 Why Arent There More Upstreamists?  
 Concrete Actions

### Assignments

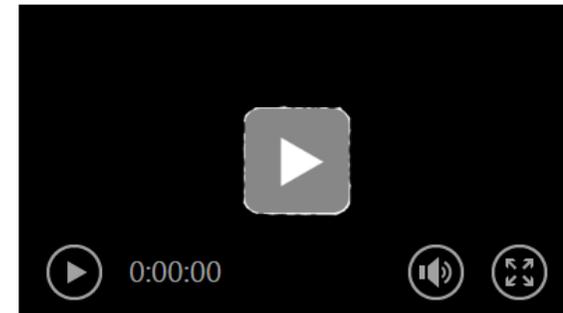
"Five whys" worksheet

### Isaiah

1 of 8 →

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](#).

1 of 8 →



# Facebook Community (*optional*)

IHI Group:  
Leadership and  
Organizing for  
Change

🔒 Private group

About

**Discussion**

Announcements

Members

Events

Videos

Photos

Files



## Leadership and Organizing for Change

Online Course  
Begins March 12, 2020

Find out more: [ihi.org/Lead](https://ihi.org/Lead)

Joined ▼

✓ Notifications

➦ Share

⋮ More



# Coaching Fellows

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*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

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- 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

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- 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

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- \$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

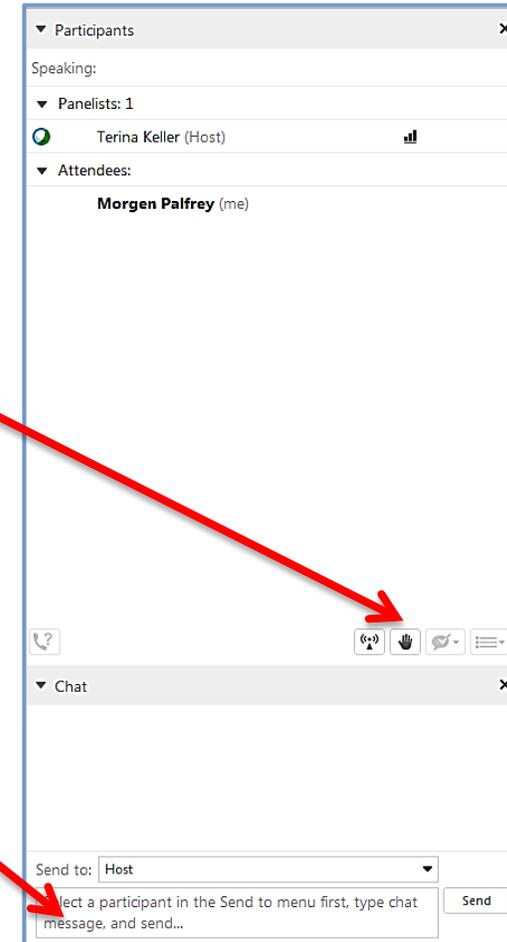


# Questions?

Raise your hand

Use the chat

Be sure to chat to “all participants”



# Next Steps:

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- Visit [ihi.org/lead](https://ihi.org/lead) to learn more about the course
- If you have any questions, please email [LOcourse@ihi.org](mailto:LOcourse@ihi.org)

