Enhancing Engagement
Back Home: Leading the Change in Health Care

University of Pittsburgh
Influencing Our Profession: Driving Health Care Change
June 16-17, 2014

Patricia S. Yoder-Wise, RN, EdD, NEA-BC, ANEF, FAAN
A Moment of Reflection

- A new idea to ponder:
- A new connection to ponder:
- A new strategy to test:
Turn these in as you generate ideas...
SPECIAL THANKS!!!!
What if you were in charge of healthcare changes?
Objectives

- Ponder the impact of leading change
- Imagine a personal initiative
- Generate possibilities to engage a team in changing health care
Your Ideas, Connections, & Strategies
The most significant determinant of feeling engaged is the perception that one’s work is important. [Rivera et al. (2011)]

That perception is related to autonomy and time to reflect and solve problems. [Rivera et al. (2011)]

They are even more connected when they see that what I do relates to what we all do better. [Amabile and Kramer (2011)]
Why focus on engagement?

The team members have to believe they are making a difference.
A moment of reflection:

What is the impact of leading change?

- The leader’s job (among other things) is to set the desired impact and then shape the incentives toward that impact so that the change is desirable.

- To do that, what will it cost of you (personal energy), what is a long-range plan in terms of today’s healthcare environments, and how can you increase your probability of effecting change?
Increase the Innovators

Diffusion of Innovation

Percentage of Adopters

Innovators 2.5%
Early Adopters 13.5%
Early Majority 34%
Late Majority 34%
Laggards 16%
The Wise Forecast Model ©: a simple three step process

1. Learn Widely

2. Think Wildly

3. Act Wisely

Ideas to take back home...
Possibilities to engage the team...

- Think
- Pair
- Square
- Share

The Whole World is Our Future

When we learn widely, we enhance what we can do.
When we think wildly, we generate different ideas.
When we act wisely, we create the future of the profession.

Patricia S. Yoder-Wise
On creating an effective future. The Journal of Continuing Education in Nursing, 44 (9).