

How can we spread Joy in Work?

Often people want a silver bullet - to be able to take a successful initiative from one place and replicate it in their own. In reality, this rarely works. It is like breaking off the tip of an iceberg and trying to get it to float somewhere else, without the structure below that underpins it. That is because the real change is not the new initiative per se, but the learning and consequent transformation of people, relationships and systems which gave rise to the particular initiative.

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Q is led by the Health Foundation and supported by partners across the UK and Ireland



How can we spread Joy in Work?

MUST DOS

Create an exciting narrative/ compelling story

- Not a tick box exercise

Have a spread plan

- Clear aim – this is not a fad!
- Monitor and communicate progress
- Don't push to deliver too soon – spread takes time

Staff need to be given permission to spend time on Joy in Work

Not done to, instead do with

Identify early adopters/champions

- Use both formal and informal networks

Celebrate all wins, however small



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RESOURCES

Click on the links to find out more

The Diffusion of Innovations:

This theory seeks to explain how, why, and at what rate new ideas spread.

Health Foundation Publications:

The spread challenge: How to support the successful uptake of innovations and improvements in healthcare.

Using communication approaches to spread improvement: A practical guide to help you effectively communicate and spread your improvement work.

Spreading improvement ideas: Tips from empirical research.

The Quality Improvement Zone (AI Zone)

The AI Zone is a learning and resource site from the NHS Education for Scotland Quality Improvement Team.

Spread resources:

Amination: overview of spread

eLearning module

Adoption attributes worksheet

Spreading and scaling up innovation and improvement:

Article published in the BMJ in 2019. Authors: Trisha Greenhalgh and Chrysanthi Papoutsis.

Safe to fail experiments:

This document, published by NHSE/I, considers adopting safe-to-fail probes/experiments when the problem is complex/human.

Whose Shoes?®:

Understand different perspectives.

Overview and Padlet

How 'Adaptive Spaces' enable innovation in healthcare and beyond

Webinar by Prof Mary Uhl-Bien.