



National **MCH** Workforce Development Center

Advancing Health Reform Implementation

Helping MCH Trainees Understand Their Roles in Systems Development and Change Management as Keys to Health Transformation

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MCHB Joint Interdisciplinary Training Meeting

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Objectives

- 1. Experience Systems Mapping or Change Management as Competencies for Faculty and Trainees**
- 2. Explore How to Incorporate These Competencies into Training Programs**

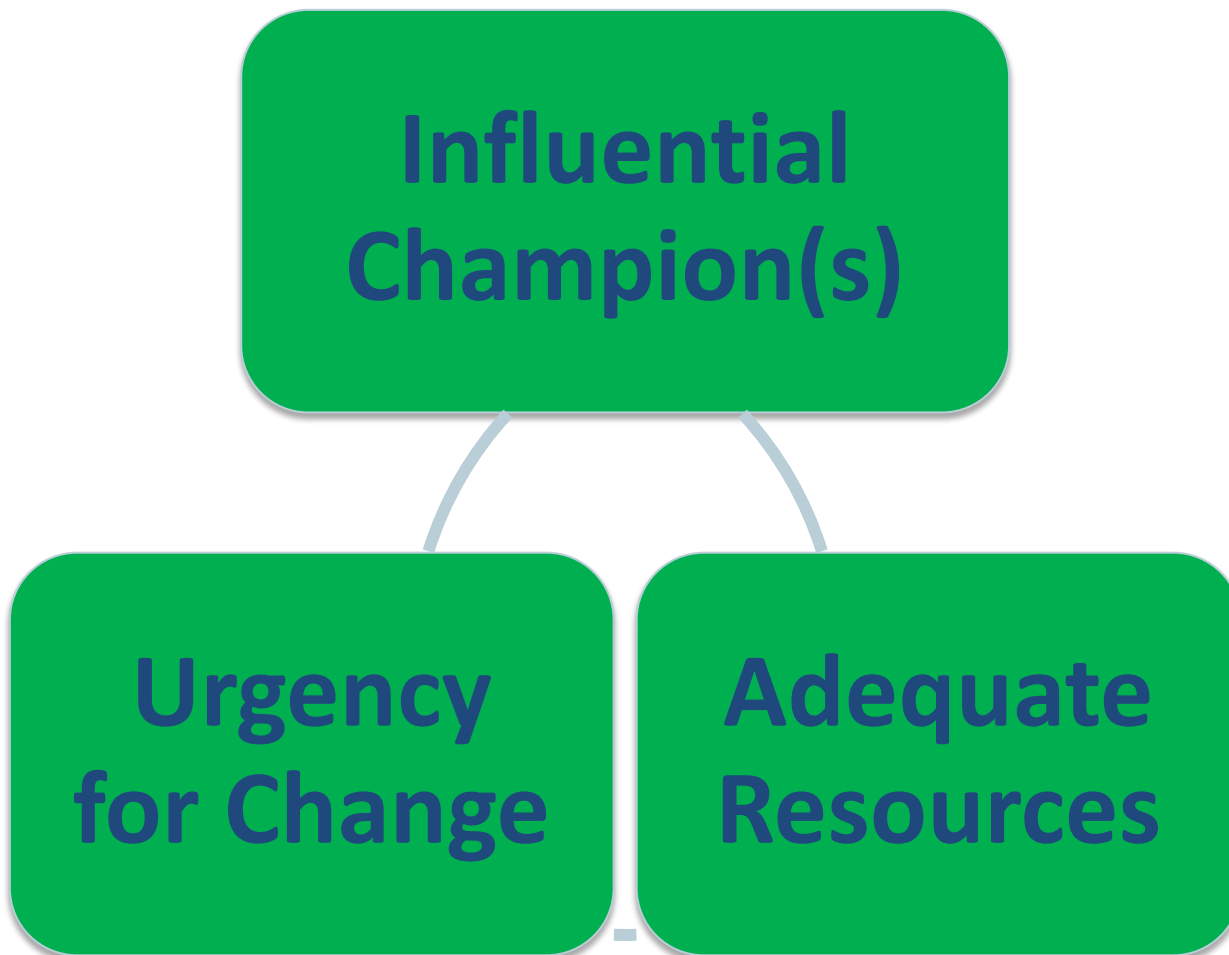


Transformation

- Shift emphasis from disease management to prevention and **population health management**, while improving access to affordable health care
- Take **interprofessional/interdisciplinary approach** to health care
- **Integrate** primary care, specialty care and public health
- Make systems more efficient; systematically **improve quality**
- **Partner across sectors** to optimize maternal and child health



Collective Impact Pre-Conditions

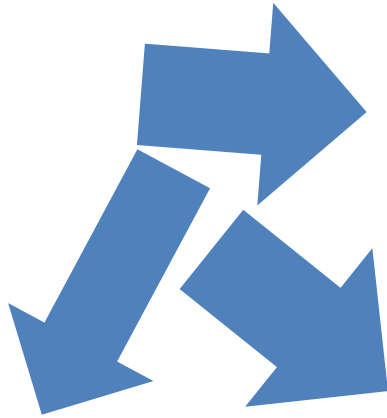




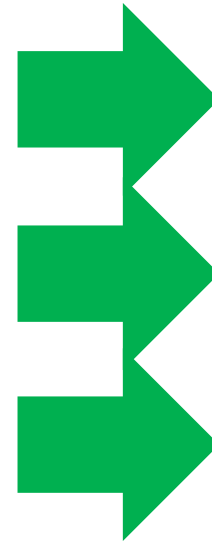
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It starts with a common agenda

Specialized Agendas



Common Agendas



<http://collectiveimpactforum.org/what-collective-impact>



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It establishes shared measurement

Fragmented Measurements

Shared Measurement

Child Morbidity

Financial Resources

Family-Centeredness

Timely Access to Care

Cost Control

Training New Workforce

Workforce needs

PEER-REVIEWED PUBLICATIONS

Co-pays

Promotion

Deductibles

Etc., etc., etc.

Health and Well-being of Children

Others?



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It fosters mutually reinforcing activities

Independent
Activities



Mutually Reinforcing
Activities

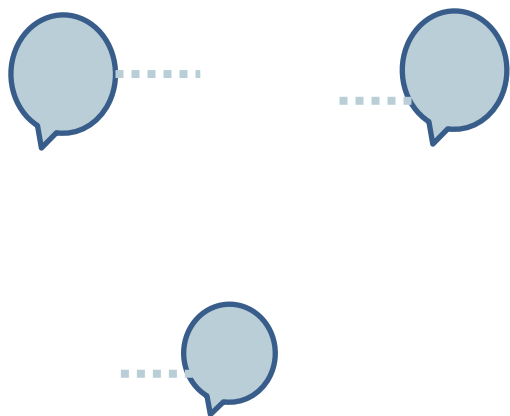




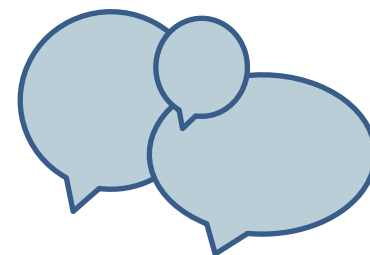
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It encourages continuous communication

Sporadic Communication



Continuous Communication





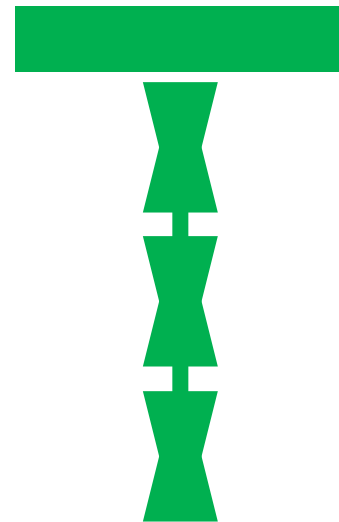
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And it has a strong backbone

Unsupported Efforts



Backbone Organization



Leading in complexity



Successful leaders in complexity are defined by their quality of **inquiry**, and not their quality of decisiveness.

*“Collective impact success favors those who **embrace the uncertainty of the journey**, even as they remain clear-eyed about their **destination**”*

System Dynamics Process & Tools

Many
Agendas

Convene key players
Identify root problems
Identify system behaviors



**Common
Agenda**

Many Different
Measurements

Identify system variables
Agree on best measures



**Shared
Measurement**

Independent
Activities

Engage stakeholders
Find interactions & feedback loops



**Mutually
Reinforcing
Activities**

Sporadic
Communication

Begin ongoing modeling process
Build shared understanding
Build shared language



**Continuous
Communication**

Many funders,
Thin infrastructure

Create business case
Define infrastructure needs



**Backbone
Organization**

Collective Impact

1. Frame a common agenda
2. Agree on shared measurement
3. Take mutually reinforcing action
4. Communicate (LEARN) continuously
5. Build Infrastructure: backbone org

Distinct from “isolated impact” (one agency, one funder, one intervention, evaluate impact separate from others)



Five Conditions for Collective Impact

