**Managing Your Quality Improvement Work and the NHS Change Model**

KQuIP endorses the [NHS Change Model](http://bit.ly/2e0LQvS) as a robust framework and approach for developing your quality improvement work. The Change Model was created to support anyone from any organisation in health and care to adopt a shared approach to leading change and transformation in the delivery of services.

The NHS Change Model comprises eight component parts. The component parts are used to develop and support a quality improvement project and to check that each element is being considered and used to make sure your project is complete. Put together, the sum of the parts delivers a complete picture of how to manage and deliver quality improvement.

****Click on the link above to go to the NHS Change Model website where you will find more information about each component part and how to use them.

* Our shared purpose
* Leadership by all
* Spread and adoption
* Improvement tools
* Project and performance management
* Measurement
* Influencing factors
* Motivate and mobilise

**An overview of the NHS Change Model components**

Please note the component parts are of equal value and each one is as important as the next.

**Our Shared Purpose** - A clear sense of shared purpose about what you want to improve is essential for successful change, as well as shared objectives and good understanding of what you are trying to achieve.

**Leadership by all** - This describes the approach, skills and behaviours needed to lead significant change. It is based on the theory of shared (or distributed) leadership, where acts of leadership can come from leaders wherever they are within the kidney community including patients.

**Spread and adoption** - To accelerate the speed and extent of successful quality improvement initiatives we must share them across the community through spread and adoption. This needs to be planned so that there is less reinventing the wheel, we make good use of resources and that the outcome of change benefits everyone.

**Improvement tools** - Using evidence-based improvement tools ensures that quality improvement will be delivered in a planned, proven way that follows established methods. There is a wide range of proven tools available to support different kinds of change.

**Project and performance management** - A proven programme, or project and performance management approach will increase the likelihood that changes will deliver the planned benefits. This requires discipline and focus and is not optional as without project and performance management other elements of the Change Model will fail.

**Measurement** - Measuring the outcome of change continuously is crucial to provide evidence that the change is happening and the desired results are being achieved. Using appropriate measurement techniques ensures that success can be celebrated, remedial action can be taken to mitigate risk and the unforeseen consequences can be dealt with promptly.

**Influencing factors** – Conditions need to be right for change to occur so it’s important that at the start you are aware of the drivers for your improvement work, the incentives and the potential challenges. Being able to recognise and respond to influences on your work over the period of your project will ensure success.

**Motivate and mobilise** - Motivation and mobilisation of people is essential to keep the momentum of any project on track. It’s an important element of engaging people and leading for change.