

KQuIP South East

Leadership Event

Creating a Common Purpose, based on the [NHS Change Model](#)

Working in groups, we thought about the three areas:

Our

Areas for consideration in this section are:

- Who defines the benefit we're after?
- Who's going to make it happen?
- Who is it going to effect?
- All of these people need to be involved in designing and delivering the change.

Ideas which were suggested:

- Patients
- MDT – Nurses, coders, surgeons, nephrologists, radiology
- We will all benefit

Shared

Areas for consideration in this section are:

- We all have individual values, experiences, beliefs and aspirations.
- We need to discover where these overlap.
- What is it we share?
- We can only find out by talking to each other.

Ideas which were suggested:

- Posters
- Engagement
- Communication

Purpose

Areas for consideration in this section are:

- This is the “Why”, not the “what” or the “how” of change
- It is where the vision, values and goals meet and create energy and commitment.

The agreed shared purpose is:

In three years, 95% of all patients starting dialysis, who have been known to us for three months, are actively listed, referred to the transplant team or documented as unsuitable, and this is communicated to patients in a way that is clear and can be audited at MPT meetings.