

## South East – Leadership into Action

### Leadership and Change

#### What stops an organisation from changing?

- Culture
- Apathy
- Resistance
- “It won’t work”
- Fatigue
- Resources – time
- Politics

#### New Rules

##### Canterbury

- Patients with a GFR <20, transplantation status should be considered and documented (in clinic)
  - Documentation currently unsuitable
  - Reviewed status monthly
- If referring to ASK clinic, order transplant tests there and then e.g. dopplers

##### Brighton and Portsmouth

- Patients on a rapid decline, change from eGFR to predicted decline rate within two years
  - Patient education
  - Transplant education evening

##### All units

- Documenting transplant status on letters
  - Should this be mandated?
  - IT systems for support

#### Communicating New Rules

	Brighton and Portsmouth	Canterbury
Who?	1. MDT from unit 2. Nurses	Doctors and Lead nurses
How?	1. Governance and Transplant meetings 2. Huddles	1. Governance meetings 2. Renal audit day 3. MDT meetings
How often?	1. Monthly 2. Weekly	1. Every 2 months 2. Annually 3. Weekly
Influencers	Already attend the meeting	Already attending the meeting
Hot buttons	Patient experience	Healthy competition and a challenge to be the best