LEARNINGLAB

Welcome to Medic 103...

This week, we'll tackle a somewhat sensitive subject. Per a previous week's discussion, change can be difficult. If not managed appropriately, change may lead an organization to create and implement policies/practices that do not net improvement. Here at Medic, we want to improve. Learn. Grow. And to do that, we do small scale testing before implementing a change in our system.

How does Medic do small scale testing? As we discussed a few weeks ago, we conduct small tests via PDSA cycles. One important part of PDSA testing cycle we need to remember is that **they are best conducted as a set of tests**. It's rare that a group will run one PDSA test and conclude, "Yep we got it. Let's implement this practice". One of the biggest threats to successfully implementing change in an organization is a rush to implement. In order to successfully implement change three things need to exist:

1. High organizational commitment
2. High confidence that the change will lead to improvement
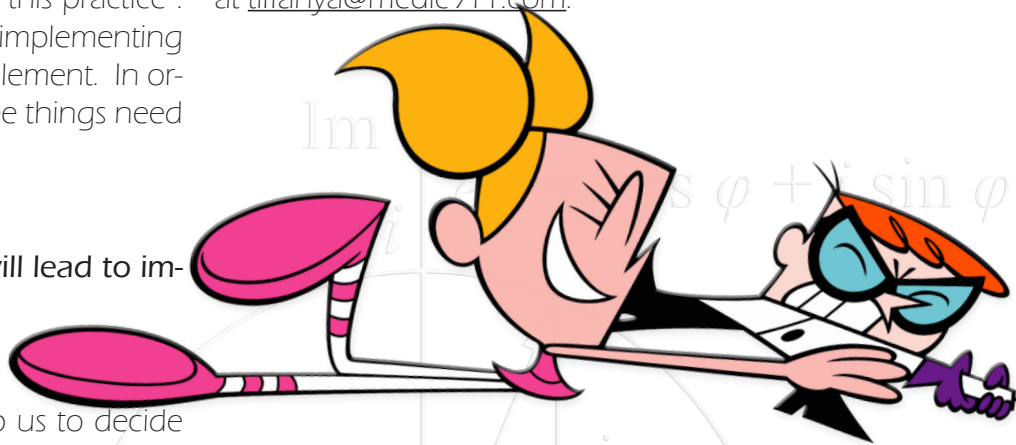3. Small cost of failure.

These three factors work together to help us to decide the size of PDSA cycle we should run, and likely how many more we will need before we are ready to implement a change. The grid below shows what size tests should be performed based on where an organization is; relative to the three concepts that make implementation run smoothly. *It is important to note that implementation is only listed in one place on that chart.*

Alright, now that we have some concept of the size and scope of tests that we would want to perform and we understand that we do not want to rush into implementation we will discuss how to plan your first test.

But we'll do that in 2 weeks...

As always, if you have any questions, please email Tiffany at tiffanya@medic911.com.

Organizational Commitment		Resistant	Indifferent	Ready
Low confidence that current change idea will lead to improvement	Cost of failure large	<u>Very</u> small scale test	<u>Very</u> small scale test	<u>Very</u> small scale test
	Cost of failure small	Very small scale test	Very small scale test	Very small scale test
High confidence that current change idea will lead to improvement	Cost of failure large	Very small scale test	Very small scale test	Very small scale test
	Cost of failure small	Small scale test	Small scale test	Small scale test

RUSH TO IMPLEMENT