

All Ireland Schwartz Rounds & QI Conference - Participant Notes

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Energies of Change

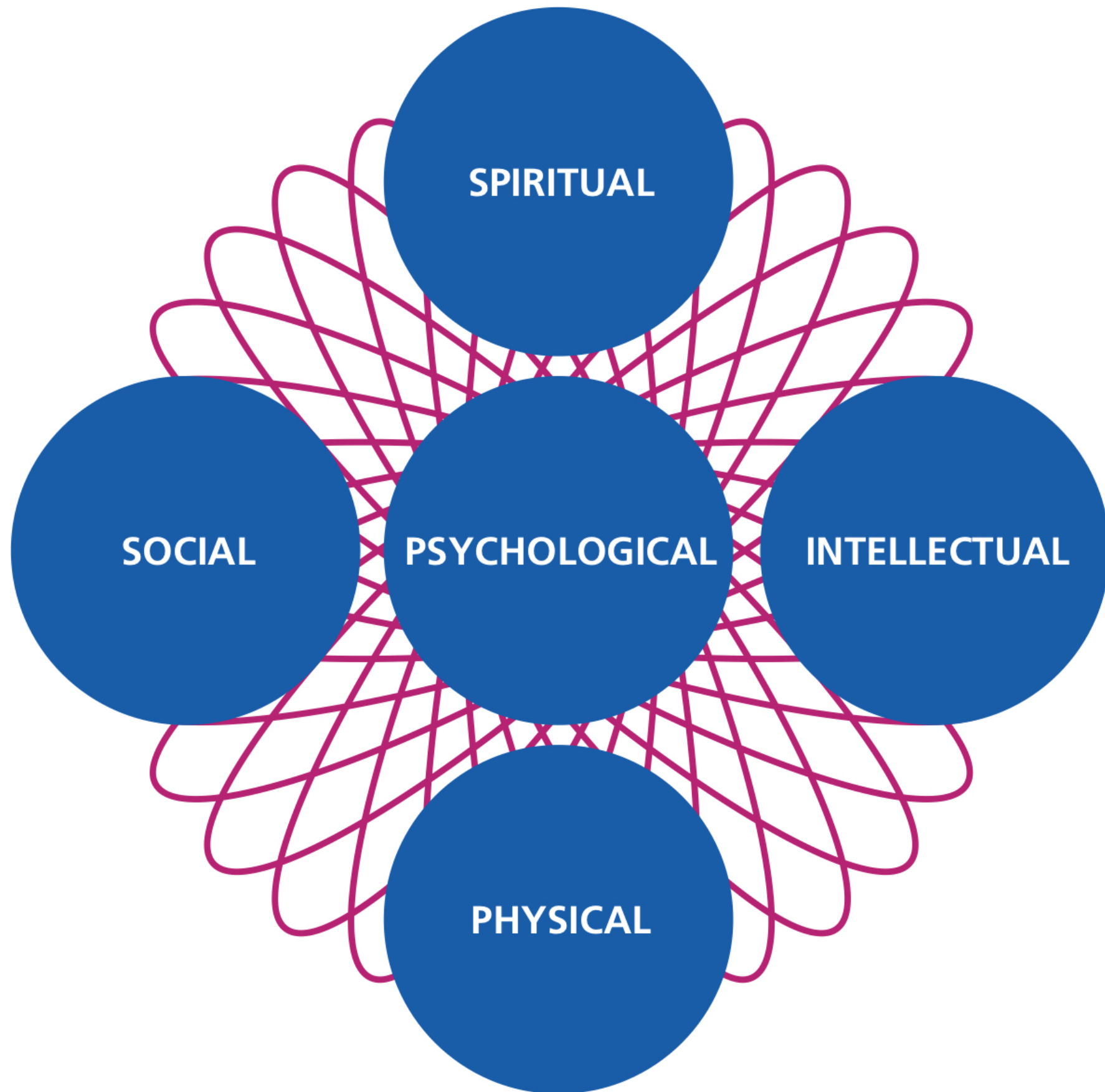
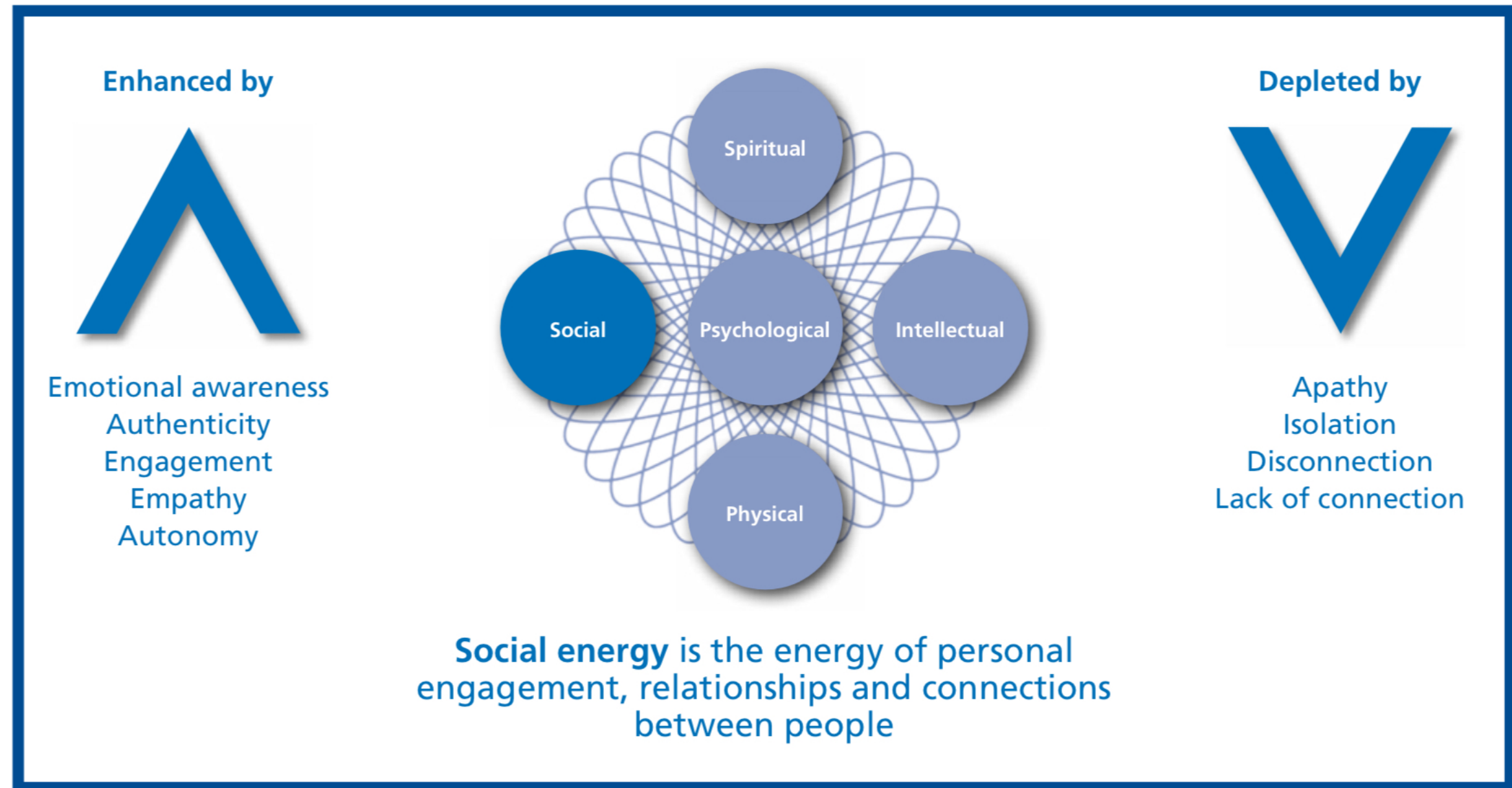
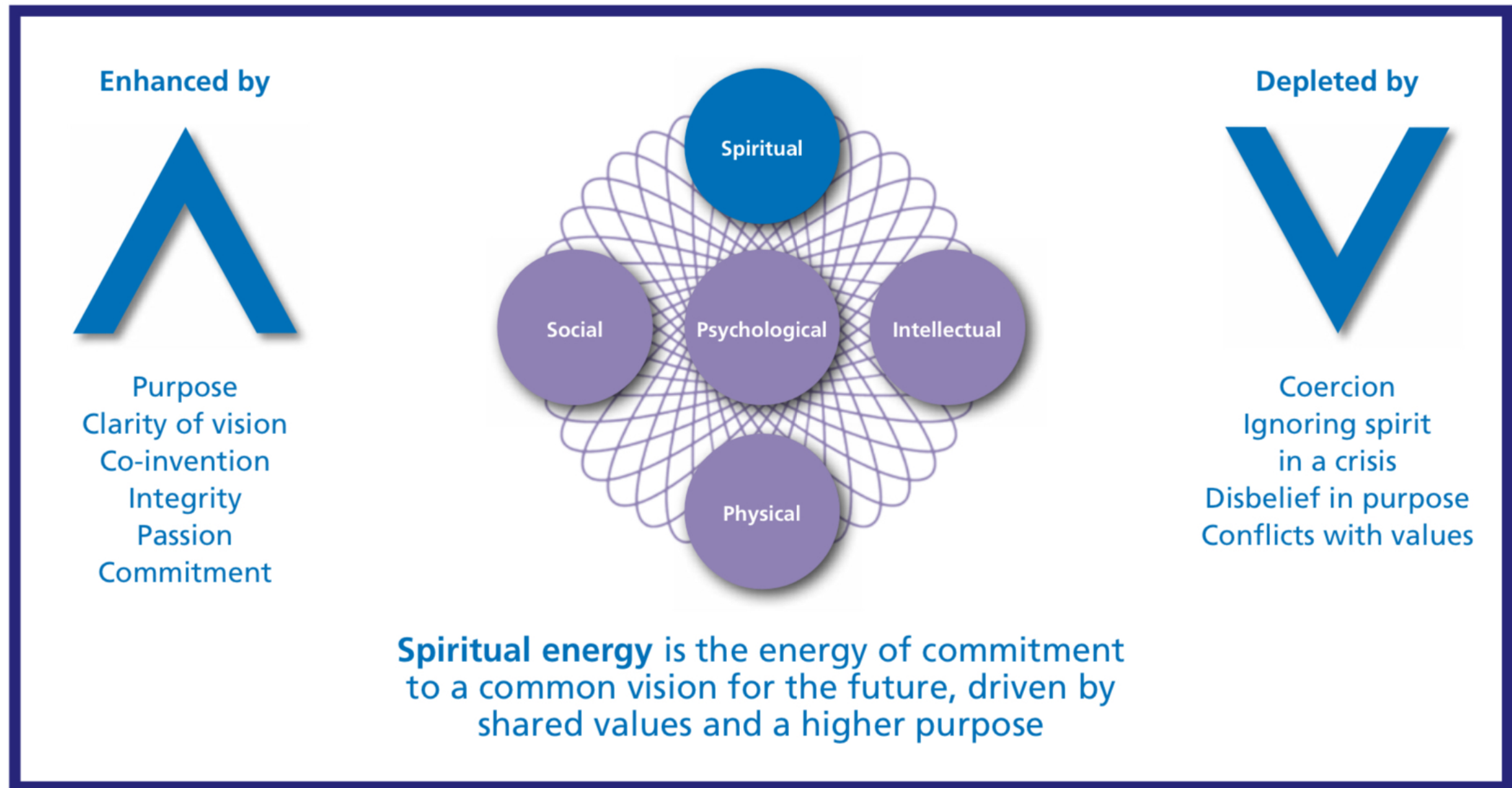


Figure 3.1: Social energy – how it is enhanced and depleted



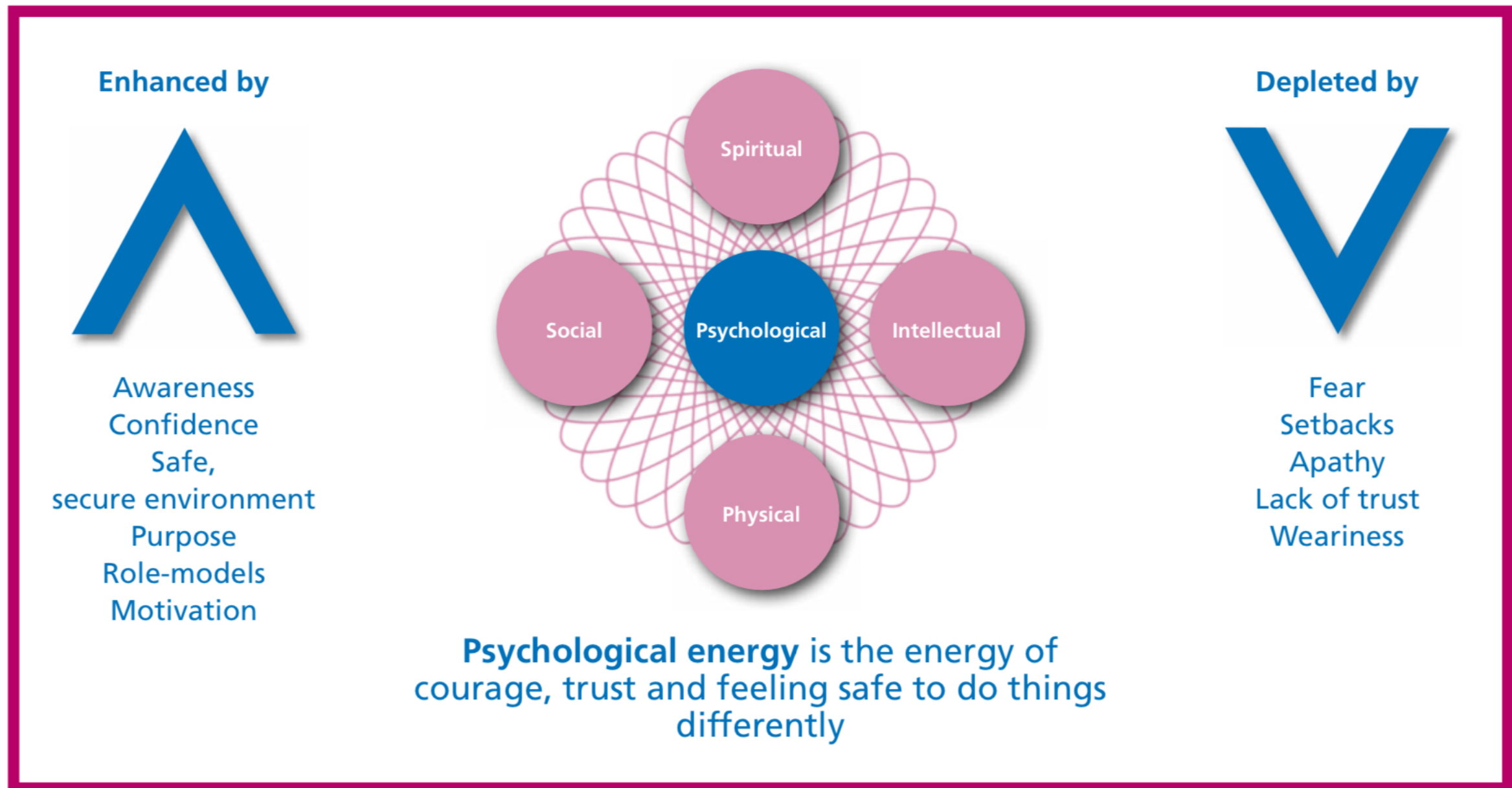
Social energy – is the energy of personal engagement, relationships and connections between people. It reflects a 'sense of us' and is therefore a collective concept that captures a situation where people are drawn into an improvement or change because they feel a connection to it as part of the collective group (see Figure 3.1).

Figure 4.1: Spiritual energy – how it is enhanced and depleted



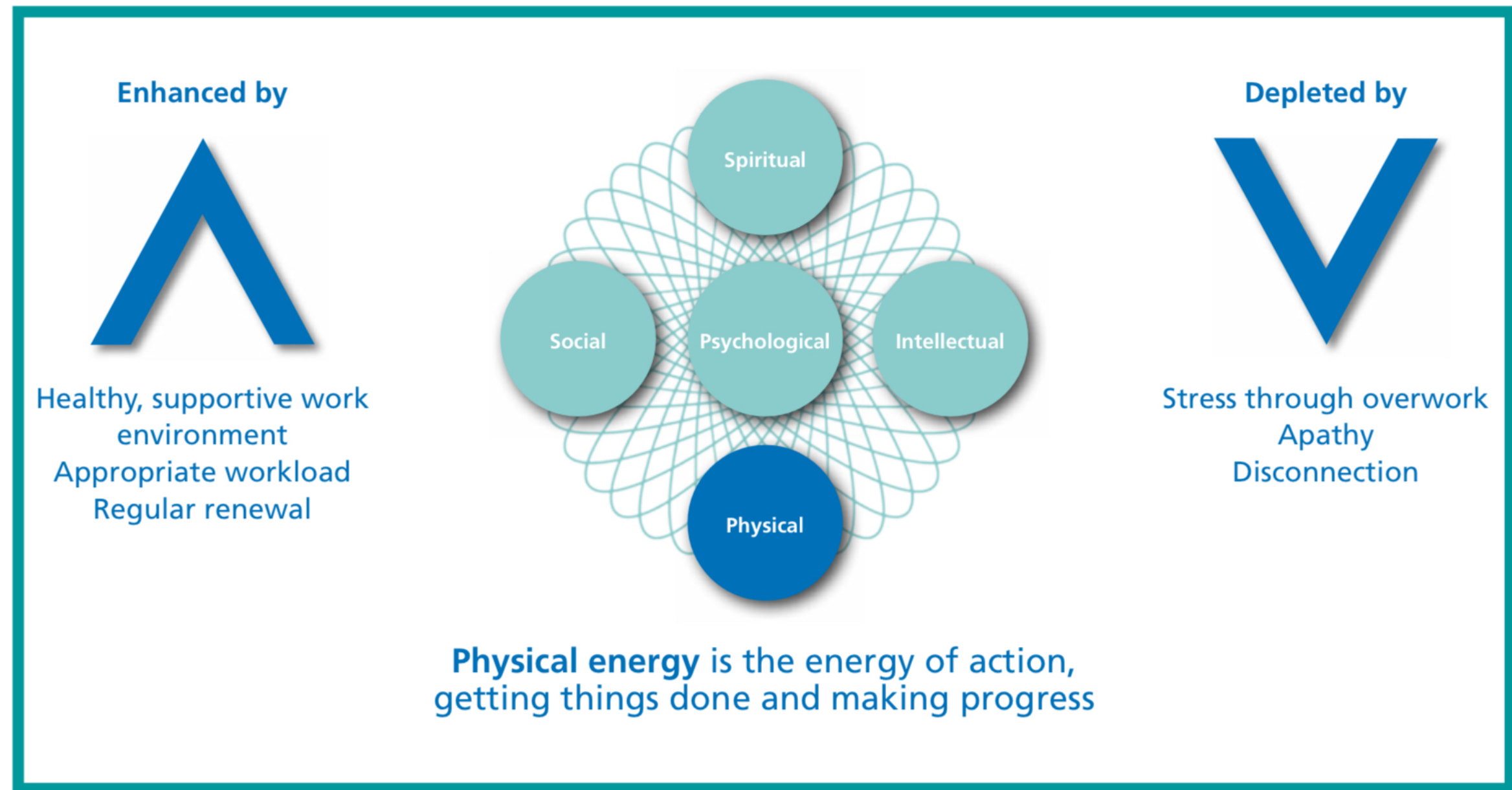
Spiritual energy – is the energy of commitment to a common vision for the future, driven by shared values and a higher purpose. It involves giving people the confidence to move towards a different future that is more compelling than the status quo, by finding the deep meaning in what they do (see Figure 4.1).

Figure 5.1: Psychological energy – how it is enhanced and depleted



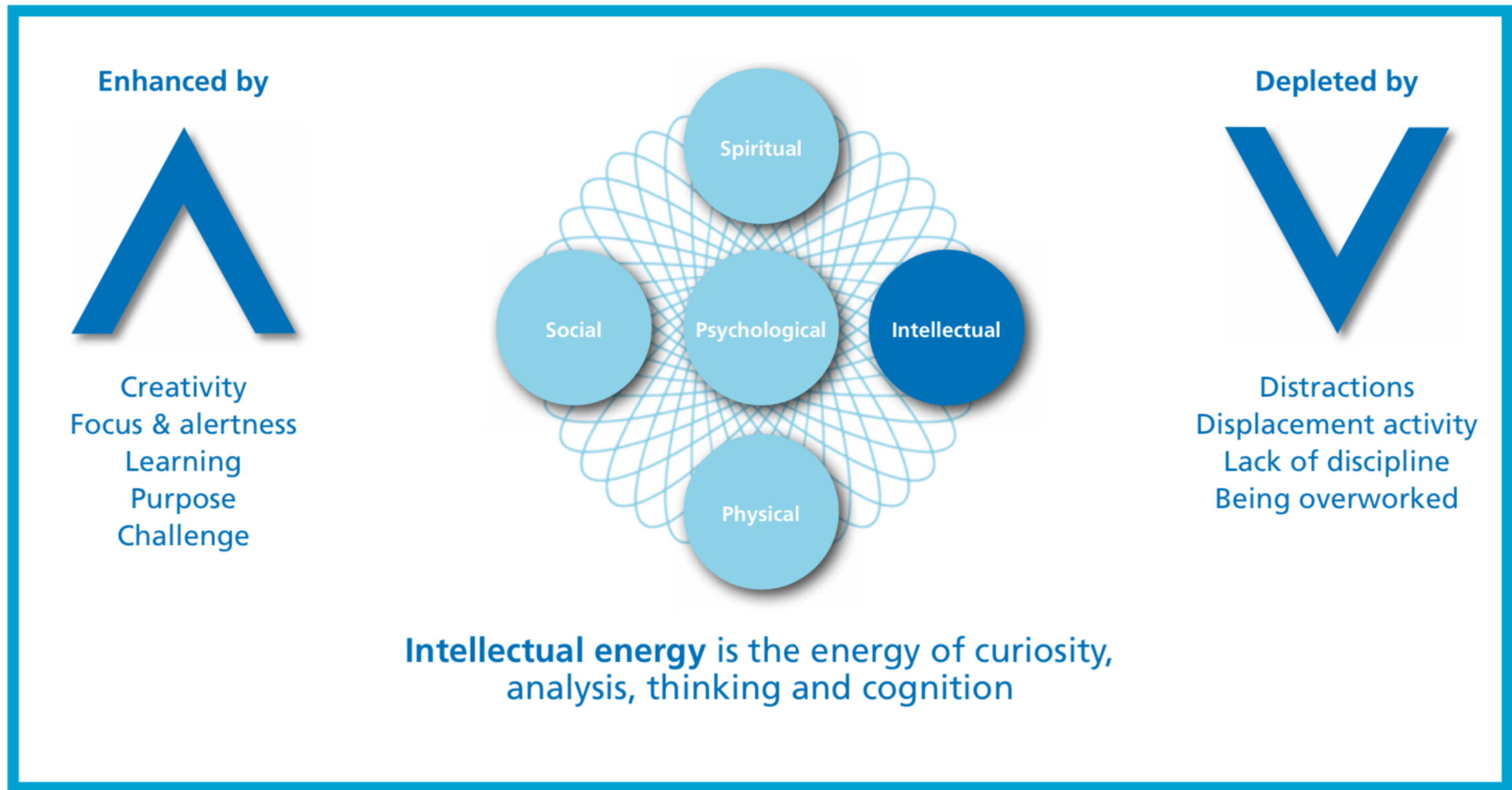
Psychological energy – is the energy of courage, trust and feeling safe to do things differently. It involves feeling supported to make a change as well as belief in self and the team, organisation or system, and trust in leadership and direction (see Figure 5.1).

Figure 6.1: Physical energy – how it is enhanced and depleted



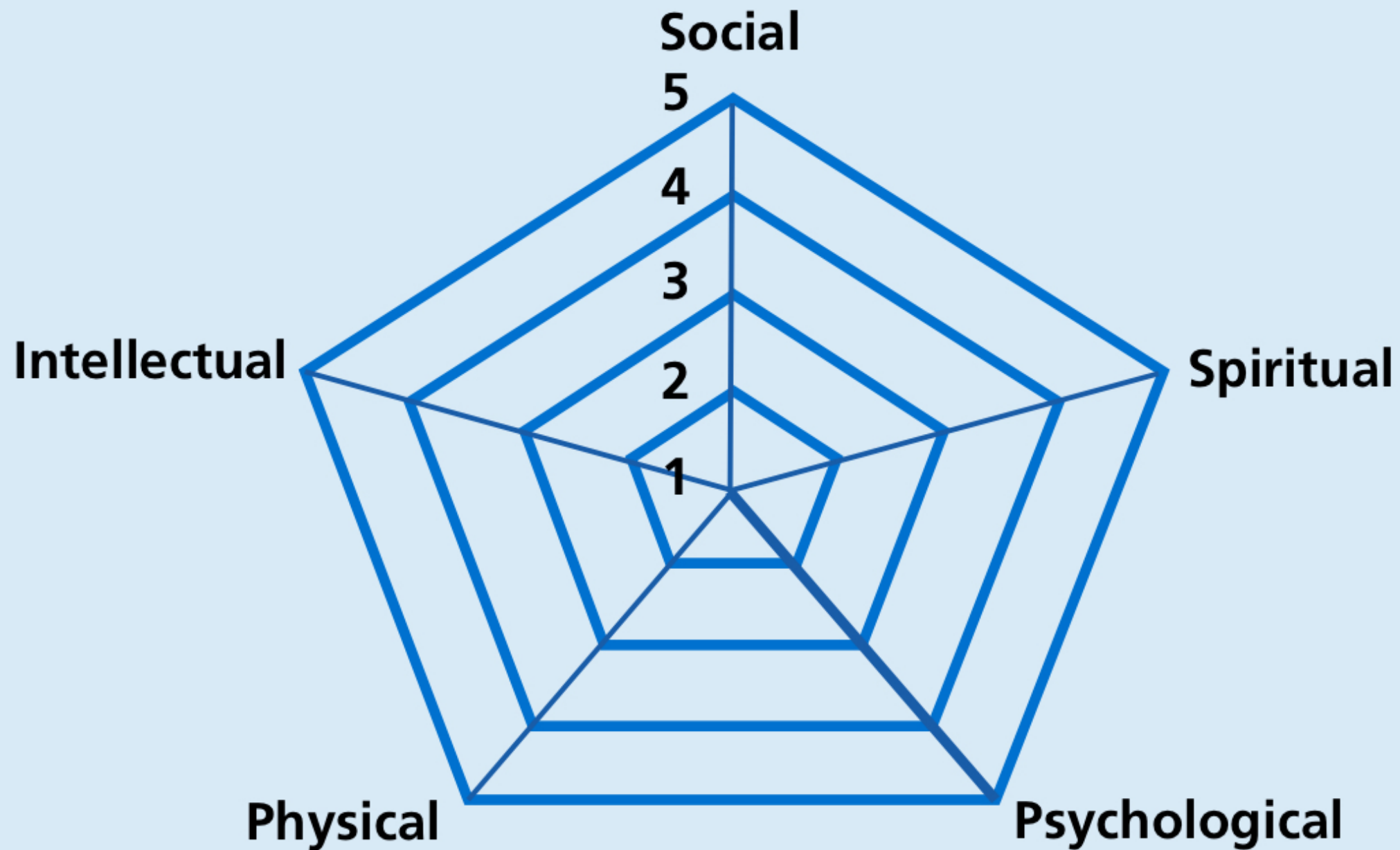
Physical energy – is the energy of action, getting things done and making progress. It is the flexible, responsive drive to make things happen, with vitality and kinetic force (motion), as shown in Figure 6.1.

Figure 7.1: Intellectual energy – how it is enhanced and depleted



Intellectual energy – is the energy of curiosity, analysis, thinking and cognition. It involves gaining insight, a thirst for new knowledge as well as planning and supporting processes, evaluation, and arguing a case on the basis of logic and evidence (see Figure 7.1).

Figure 11: Energy for change score card



Personal Note

- * Each of these energies can flow with compassion.
- * Each of these energies can ***be*** compassion.
- * if we have the curiosity, courage and community to bring about the right conditions of change ...

Sustainable Improvement Team
and the Horizons Team

LEADING LARGE SCALE CHANGE:

A practical guide

#LargeScaleChange

A guide to leading large scale change through complex health and social care environments

<https://www.england.nhs.uk/wp-content/uploads/2017/09/practical-guide-large-scale-change-april-2018-sml.pdf>

http://webarchive.nationalarchives.gov.uk/20150401231129/http://www.institute.nhs.uk/images//Energy_for_change/Building%20and%20aligning%20energy%20for%20change%20v2%20Feb%2013%5B1%5D.pdf

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