

Model Shared Values



People's Needs
Defining Change
HEALTH SERVICES CHANGE GUIDE

www.hse.ie/changeguide

4/12

Making sense of rapid, emergent change - Covid-19

Delivering good change practices is critical right now to benefit from the rapid pace of change and innovation in response to Covid-19. Disruption is a positive force for change that needs personal and team agility to make sense of it. Covid-19 is part of our on-going reality. Working together to give effect to a just and resilient recovery is a shared responsibility.

Key to recovery and renewal is how we:

Model Shared Values

(pgs 14-16 Change Guide)

- Core health service values remain constant and shape our behaviour at times of rapid change.
- Continue to translate our values as public servants into action, motivating us to step up to the challenge.
- Connect on a 'noble goal' to provide a shared sense of purpose and direction at times of uncertainty.
- Reflecting on the alignment of your personal values to the values of your team / service helps us understand the fit or otherwise between both - making values-based choices / decisions may not always be easy.

Reflect

Recover

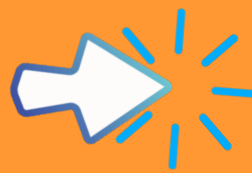
Renew

Adapt & Act

- Connect with people's sense of public service and community responsibility as a key lever for change.
- Harness the power of peer-to-peer influence to create new ways of working.
- Acknowledge and affirm behaviours that reflect shared values and respect difference.
- Use the organisation's core values as 'ground rules' to anchor decision-making and balance stability and change.
- Be alert to behaviours that do not reflect core values and 'call them out' fairly.



Clickable links (Best used on Laptop/PC)



Tips & tools to help

HSE Values as an Enabler of Change

Guidance on Defining your Personal Values

Cultural Web Exercise

Person-Centred Principles and Framework

Additional Resources: pg 205

Access "Team Reflection Guidance" [click here](#)

HSE Covid-19 supports for staff

Please visit: workwell.ie

HSE Employee Assistance Call Line: **0818 327 327**

Covid-19 training courses & support: HSELand.ie

HSE HR National Coaching Service: [Click here](#)



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Further information:
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[@HSEchange_guide](https://twitter.com/HSEchange_guide)

OD - Improving Change Capacity, Kells.
June 2020

Reflect sensitively, recover with kindness & renew with hope