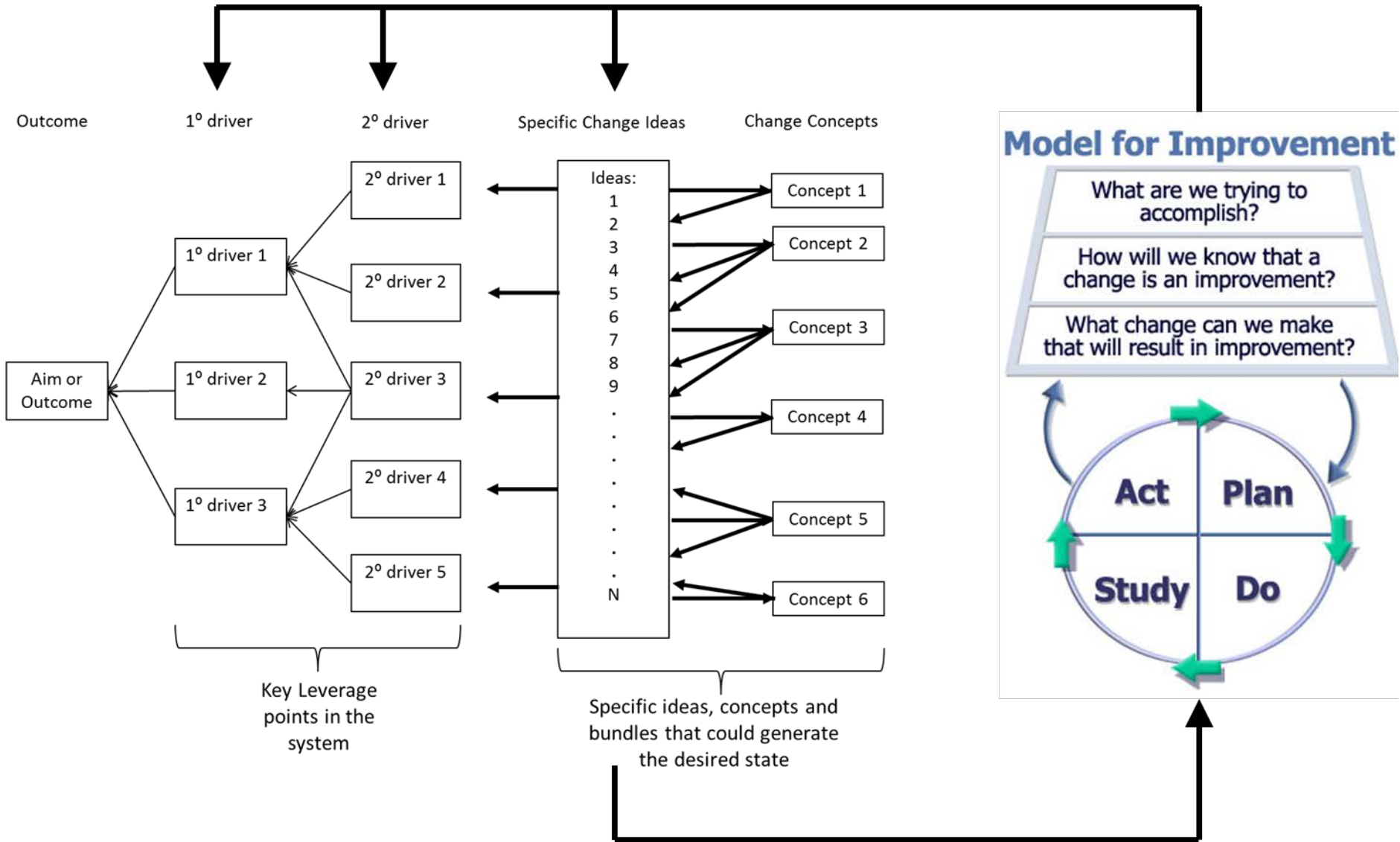
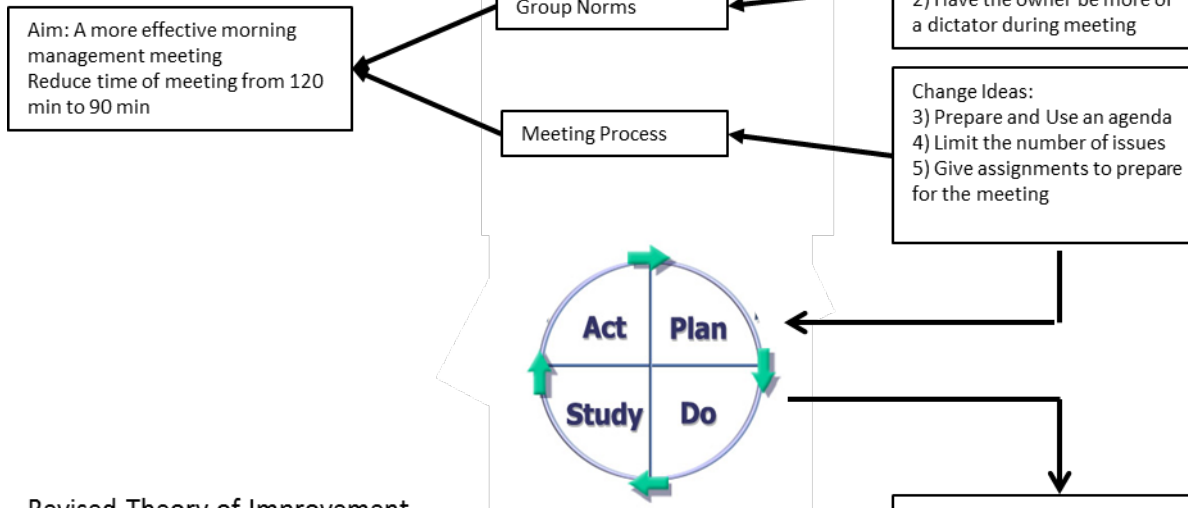


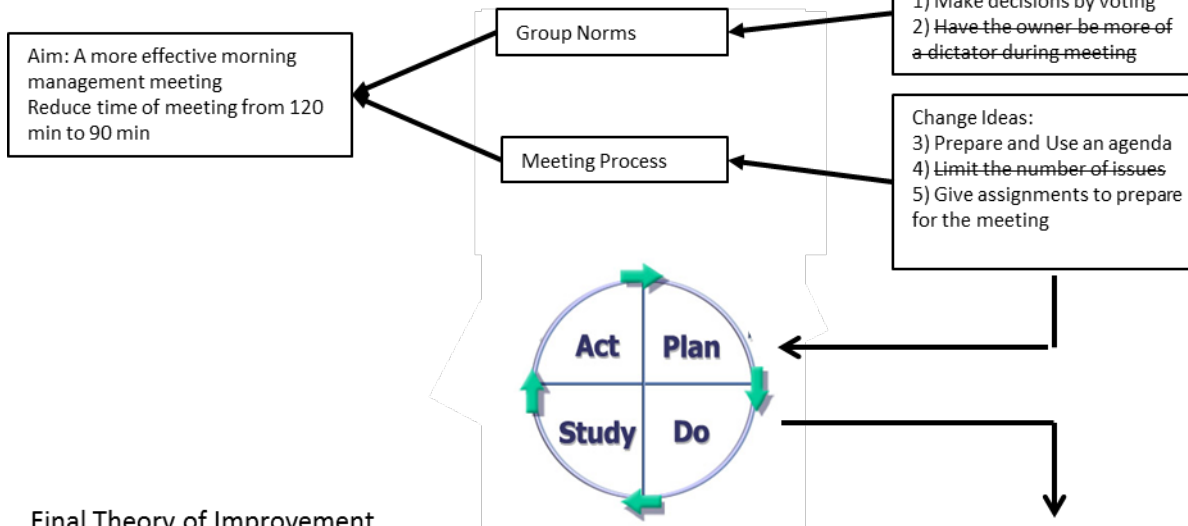
Change Packages – Ready to Implement?



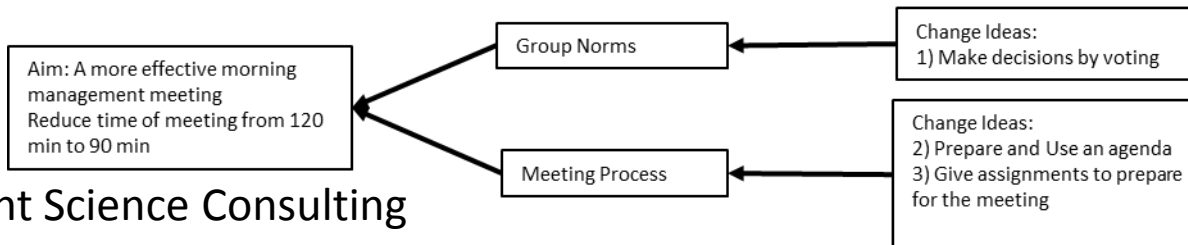
Initial Theory of Improvement



Revised Theory of Improvement



Final Theory of Improvement



When to implement?

Staff Readiness to Make Change

| Current Situation | | Resistant | Indifferent | Ready |
|---|-----------------------|-----------------------|-----------------------|-----------------------|
| Low Confidence that 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 | Very Small Scale Test | Very Small Scale Test | Small Scale Test |
| High Confidence that change idea will lead to Improvement | Cost of failure large | Very Small Scale Test | Small Scale Test | Large Scale Test |
| | Cost of failure small | Small Scale Test | Large Scale Test | Implement |

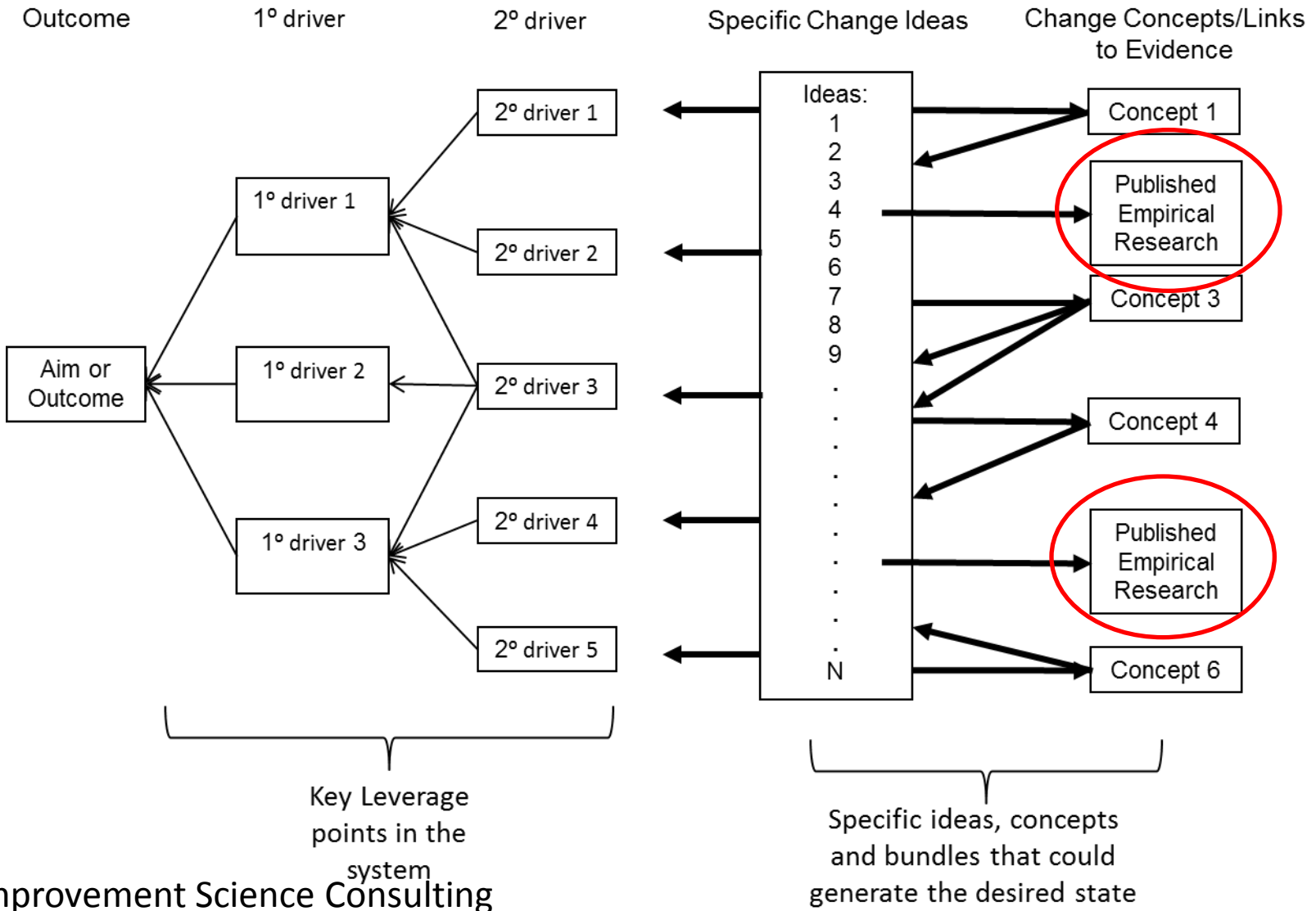
Break Out

- Review your Driver Diagram
- Between Learning Session 2, our project reviews and today – which ideas have emerged as being strong components of your final theory?
- Which do you believe are strong enough to be made a permanent part of our system?

Break out

- Review the ideas you have identified for permanence
- What empirical data do you have to support including this change in your final change package
 - Annotated Run chart
 - Self report/Anecdote
 - Benchmarked from literature
 - Etc.

Link the evidence and data



Break out

- Return to your Driver Diagram
- Edit and refine to reflect strong ideas and the accompanying evidence

- What do you do with the remaining ideas?

- **Keep Testing!!!**

