

Transformation versus Change: Be Wary of the Differences

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Chronic Disease Care: Better Ideas
For Solving Real World Problems
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Change versus Transformation: Some Conceptual Principles

- All transformations involve change, but not vice versa
- The dynamics of the two processes vary
- Transformations rely on leadership and map-making
- Changes rely more on management and map-reading



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The Challenge of our Journey



To journey without being changed
Is to be a nomad.
To change without journeying
Is to be a chameleon
To journey and to be transformed
by the journey
Is to be a pilgrim.



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A Personal Transformational Journey—As They All Are



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The Really Important Learnings

- Shame
- Embarrassment
- Fear
- Trust
- Control
- Humor
- Support
- Faith



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The Choice We Must Make



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The Required Underlying Paradigm Shift



- Organization is a living breathing human organism
- As such it requires day-to-day **Patient care**
- Quality of **Patient care** impacts quality of patient care



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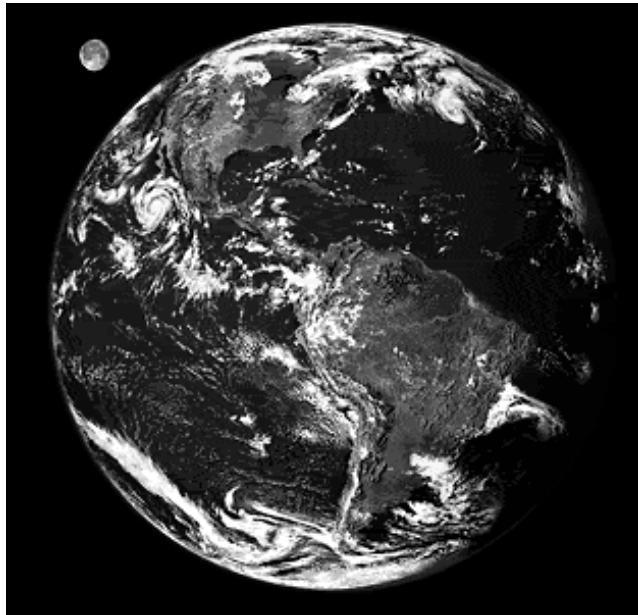


The Dynamics of Paradigm Shifts



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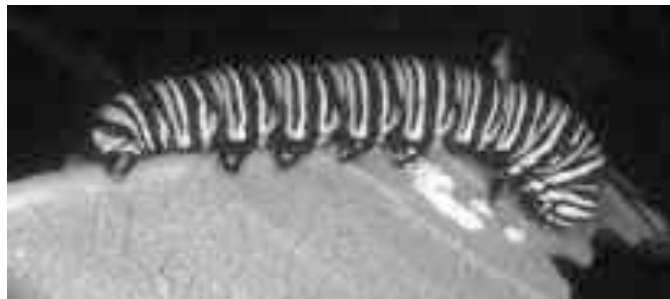


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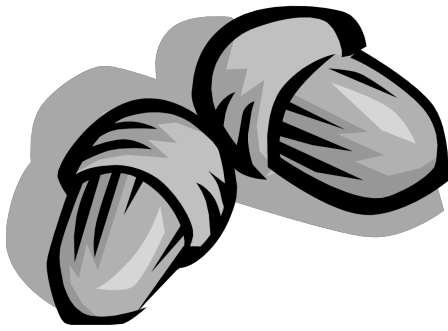


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Transformation AND Change/Maintenance

- The Dog Work Of Tending To The Seeds
- The Challenges And Need For Pruning



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The Most Familiar Transformation of All



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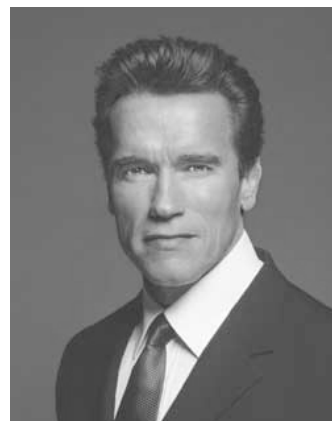
Using the Miracles We Are To Create The Transformations We Need?



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Using the Miracles We Are To Create The Transformations We Need



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There is a great temptation to rationalise or compromise by saying: “Be a realist.” “There are too many constraints.” “We have to show results quickly.” “You are chasing dreams.” “It would never work.” “We have no time for it.” “It will cost too much.” At times of dynamic, revolutionary and continuous societal changes and transformations, anything less than the design of an ideal system and a continuous pursuit of the ideal leaves us behind. Anything less is a waste of time. The ideal system could be revolutionary, but the journey toward it can be evolutionary. Nothing less than the ideal is worth the effort.

(Banathy, 1996, p.288)

