BARRIERS TO CULTURE OF IMPROVEMENT AND INNOVATION
KEY BARRIERS

1. Lack of Direction/Framework
2. Perceived loss of control
3. Resistance to change
4. Resources
5. Scale of improvements
6. Weak/untrusting relationships
Overcoming Resistance

- What change means & why?
- Understand needs/desires
- Small/Phased out projects
- Explain the benefits
- Have a senior leader as ‘champion’

Managing ‘Change Management’

- Have a ‘Change Framework’
- Have inclusive teams
- Common organisational language
- Multi channel messaging
- Make change accessible
• **Resources/Scaling**

- Understand expectations
- What are the drivers for change
- A thorough stakeholder analysis
- Team profile/S.W.O.T Analysis
- Collaboration and Partnerships

• **Relationship Management**

- Involve everyone
- Build a momentum
- Use power of individual connections
- Focus on ‘Quick Wins’
- Seek and capture ideas from teams