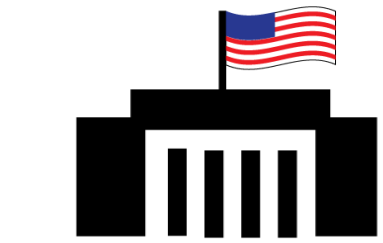
Dismantling Culture

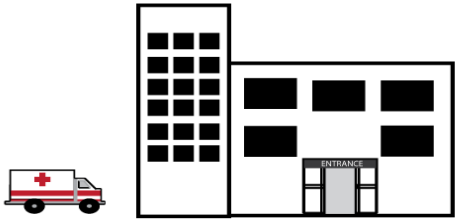
VHA Leading Practice Blueprints

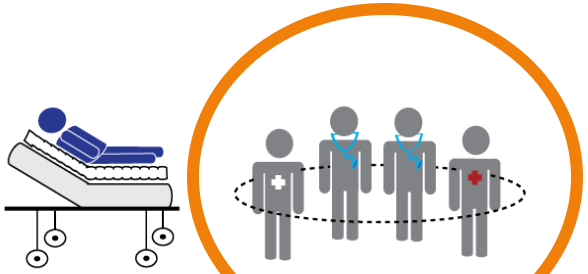
&

The Rapid Adoption Networks

Choose a Focus







FEDERAL GOVERNMENT

Focus: Value Based Purchasing

LOCAL LEVEL

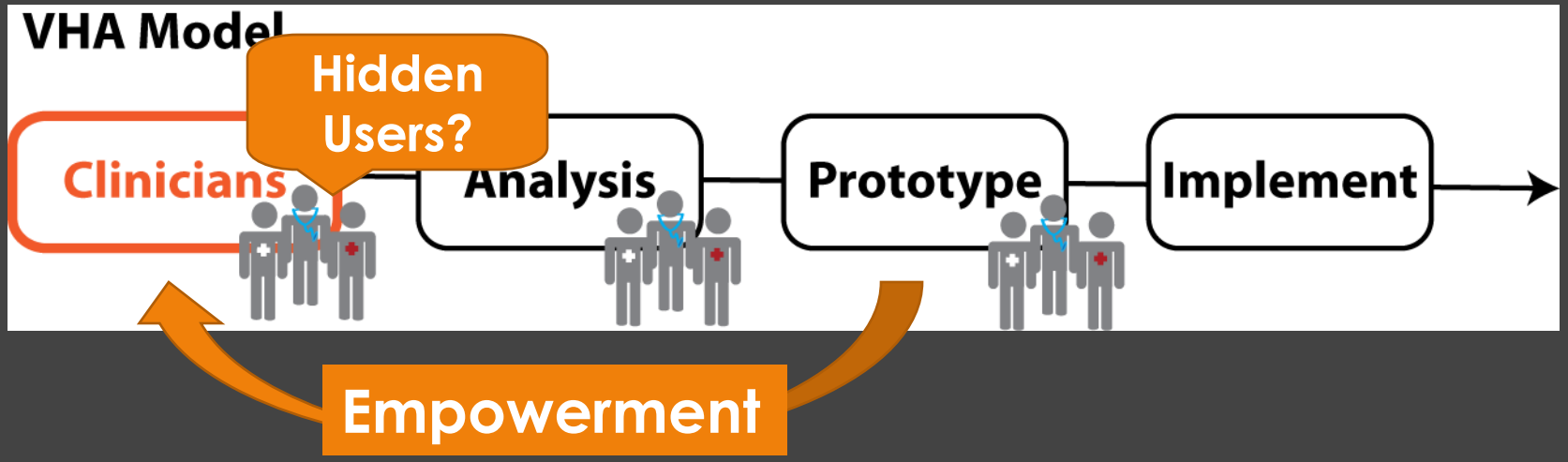
Focus: Market Operations

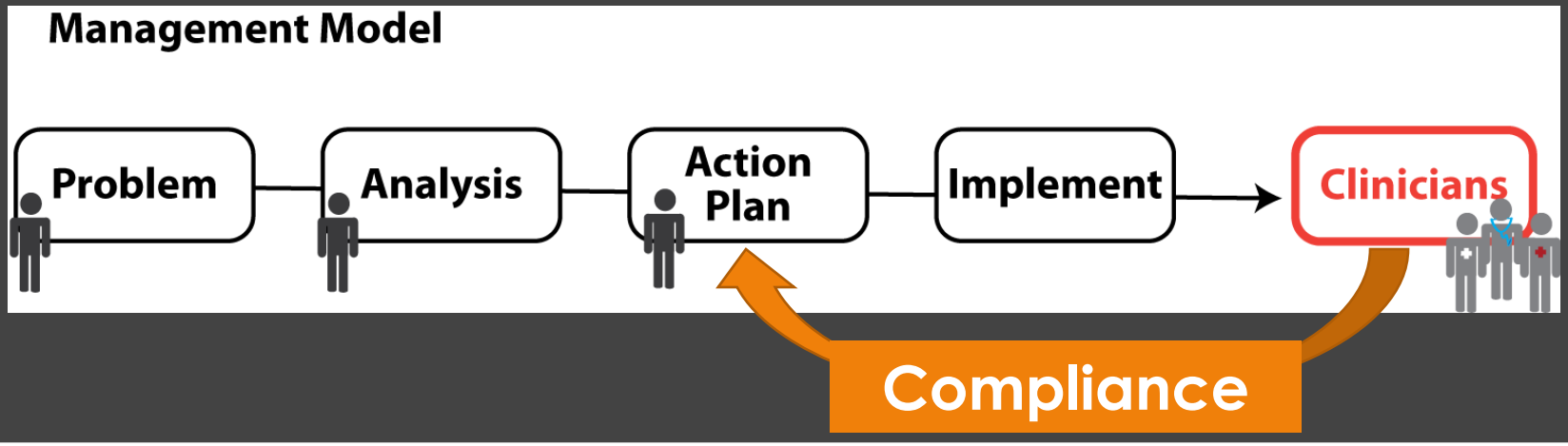
INDIVIDUAL LEVEL

Focus: People

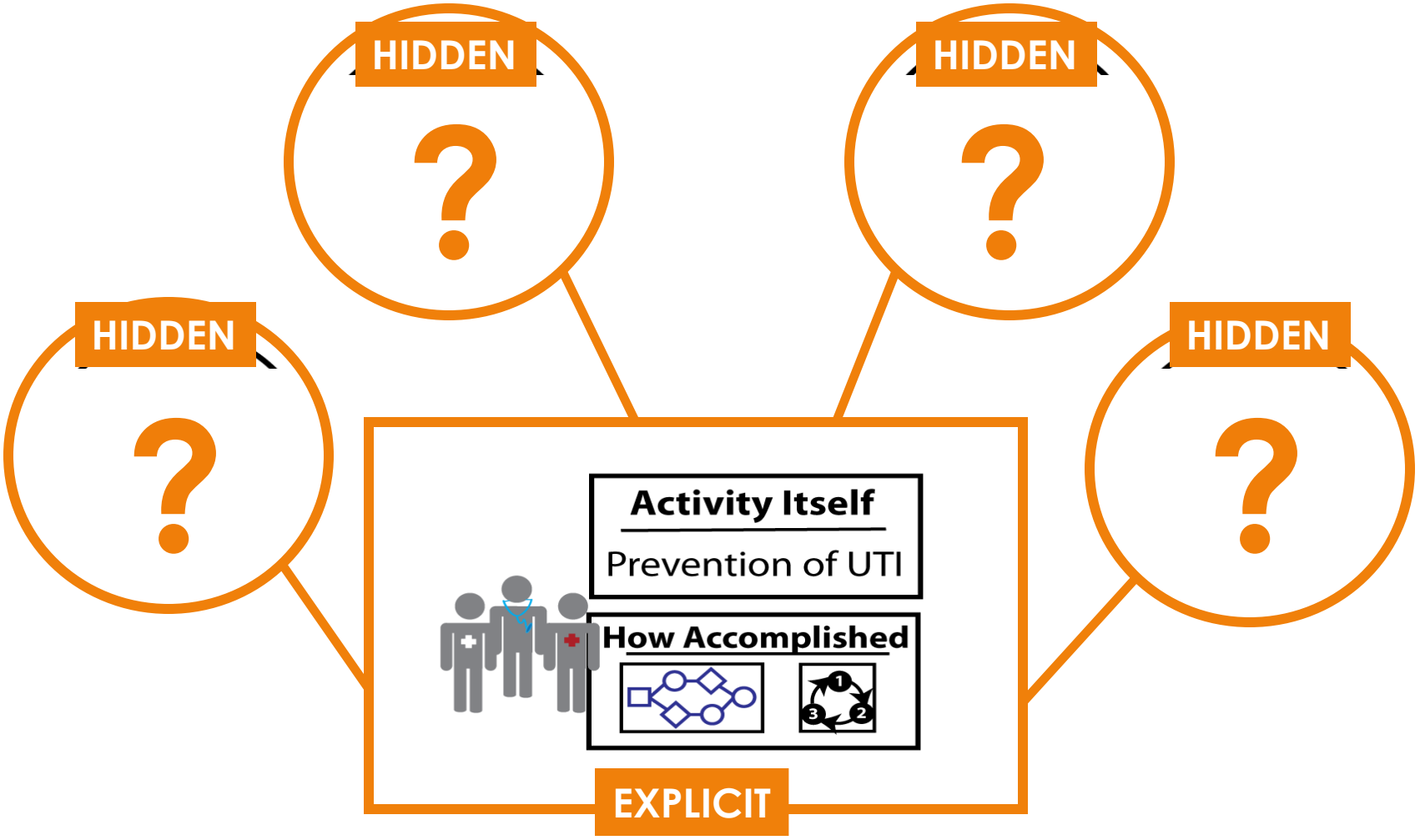
VHA FOCUS: Clinicians

Models of Understanding People

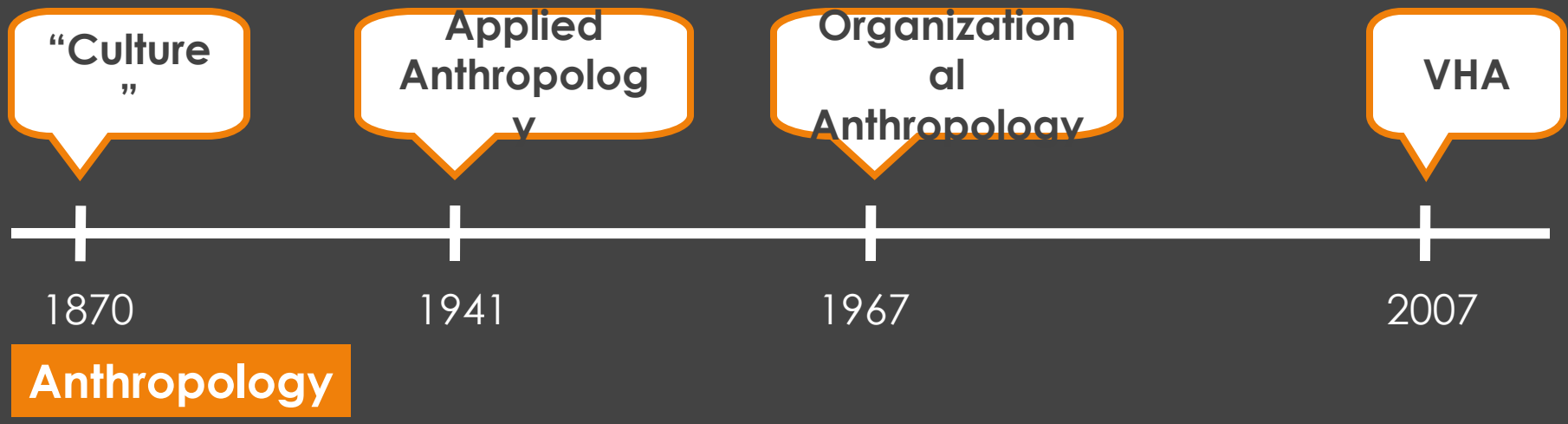


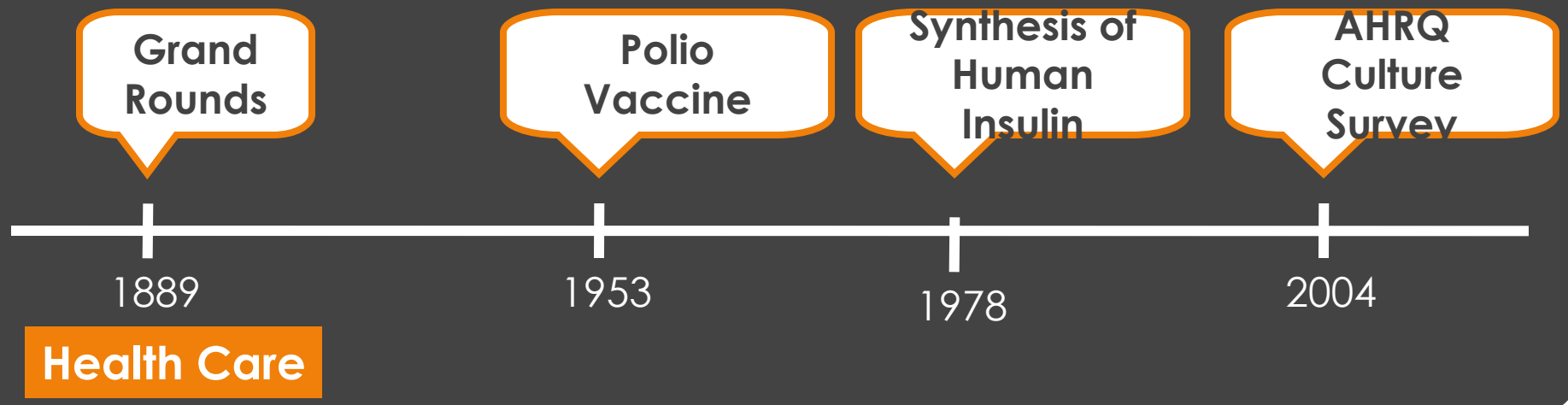


VHA Model: Activity System



VHA Model: Anthropology





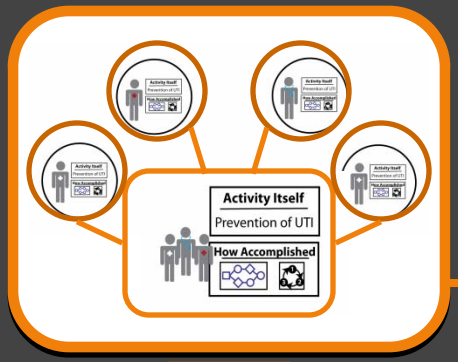
VHA Model: Dismantling Culture

specific ← general

CULTURE

abstract ↓ concrete

Activity System



Ideas, Images, Schematas

Norms

Workstyle

Values

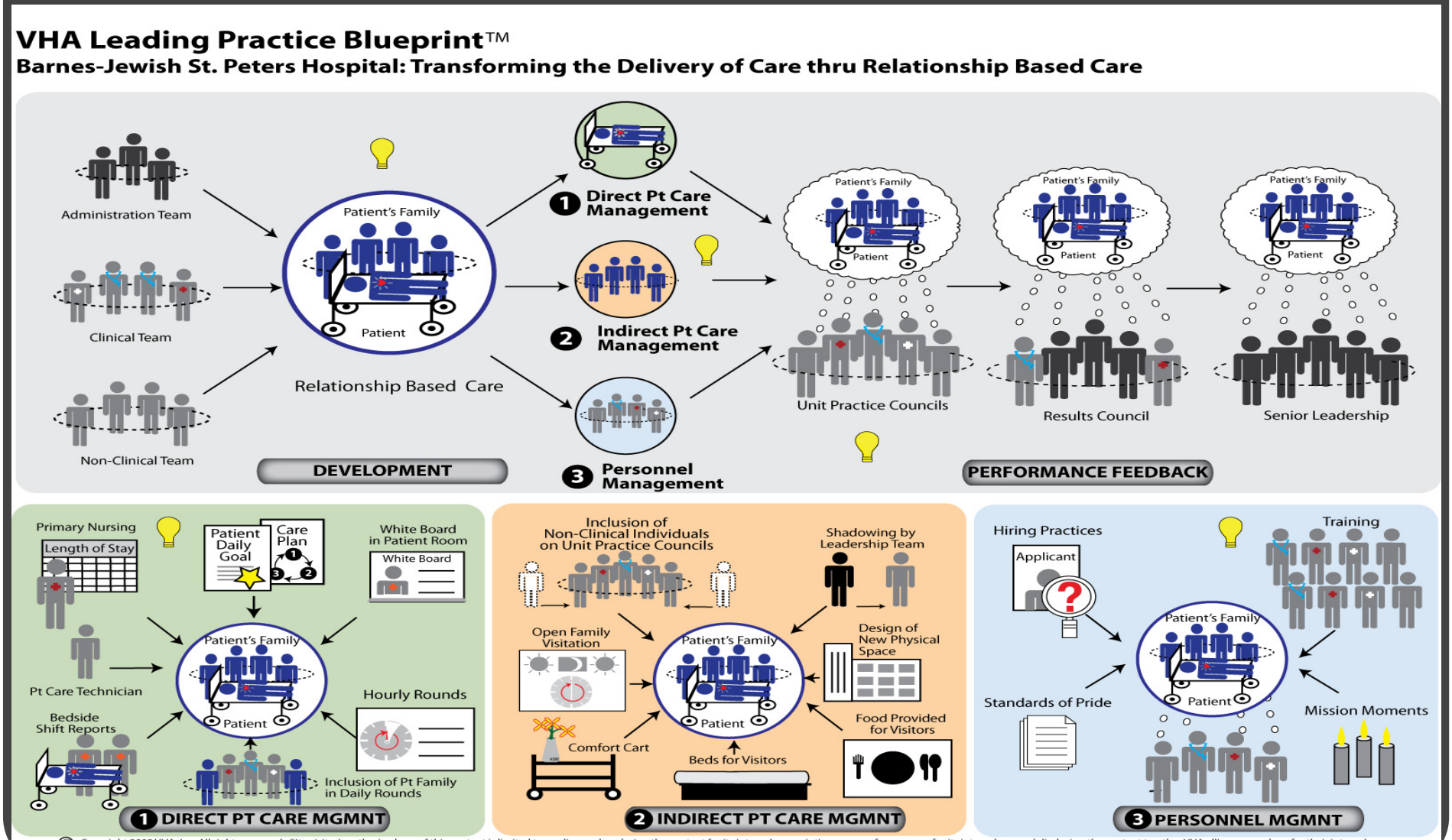
CHANGE

VHA Model: Applications

1. VHA Leading Practice Blueprints
   a) Qualitative research method
   b) Natural setting of leading performer
   c) Uncover entire activity system: explicit & hidden
   d) Link activity system back to cultural change

2. The Rapid Adoption Network (RAN)
   a) Participants positioned as experts of problem & context
   b) Focus on hidden factors
   c) Qualitative skills to work with hidden users

Demo: Blueprint



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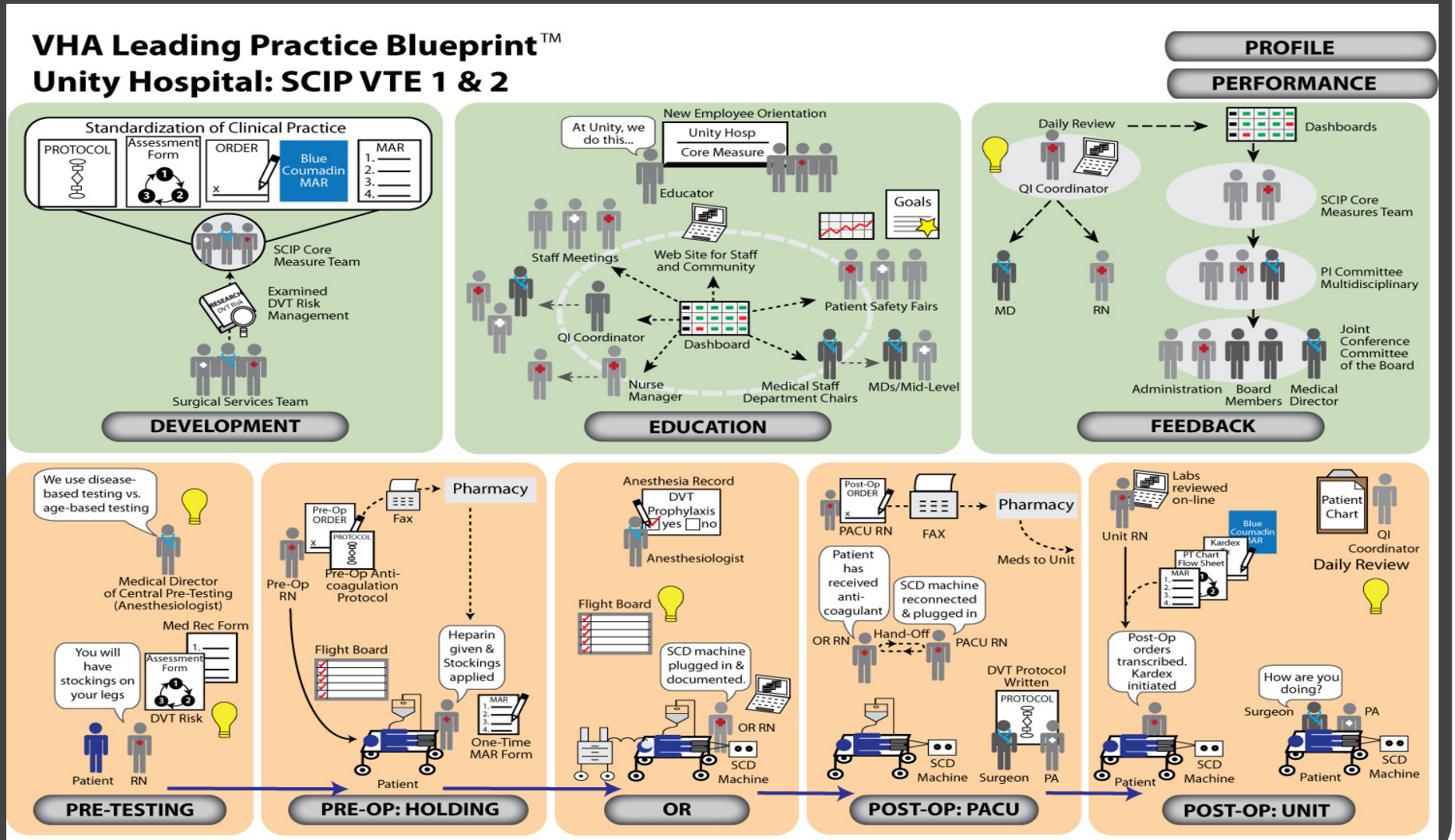
Demo: Blueprint



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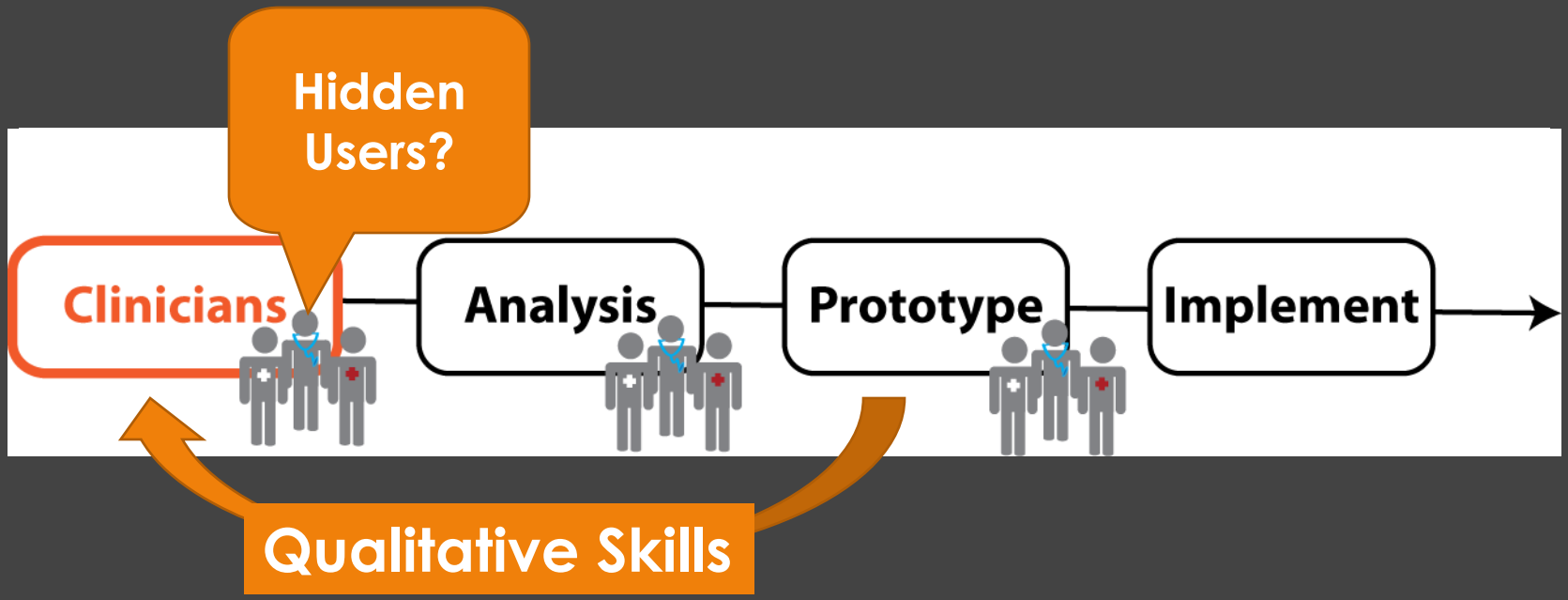
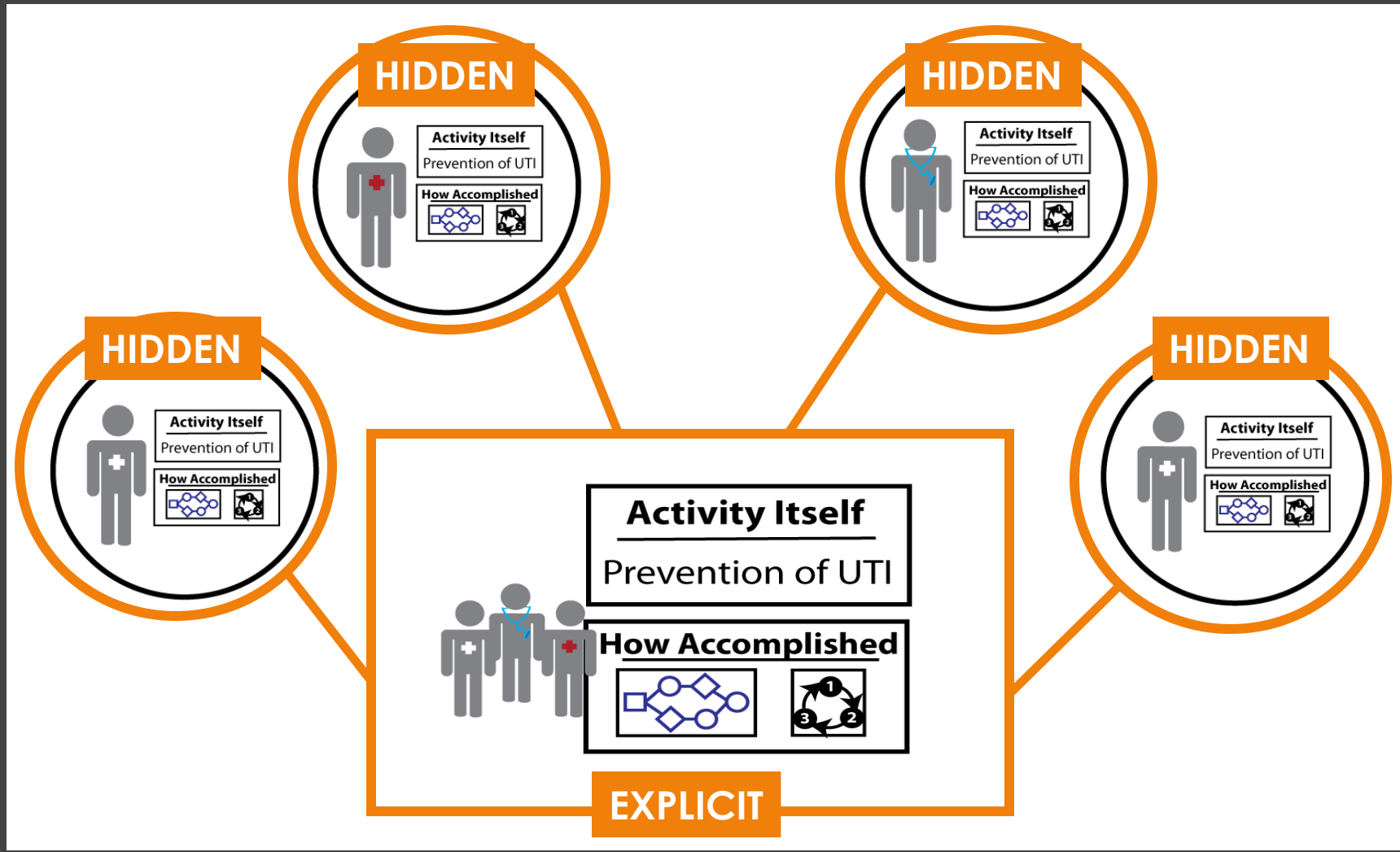
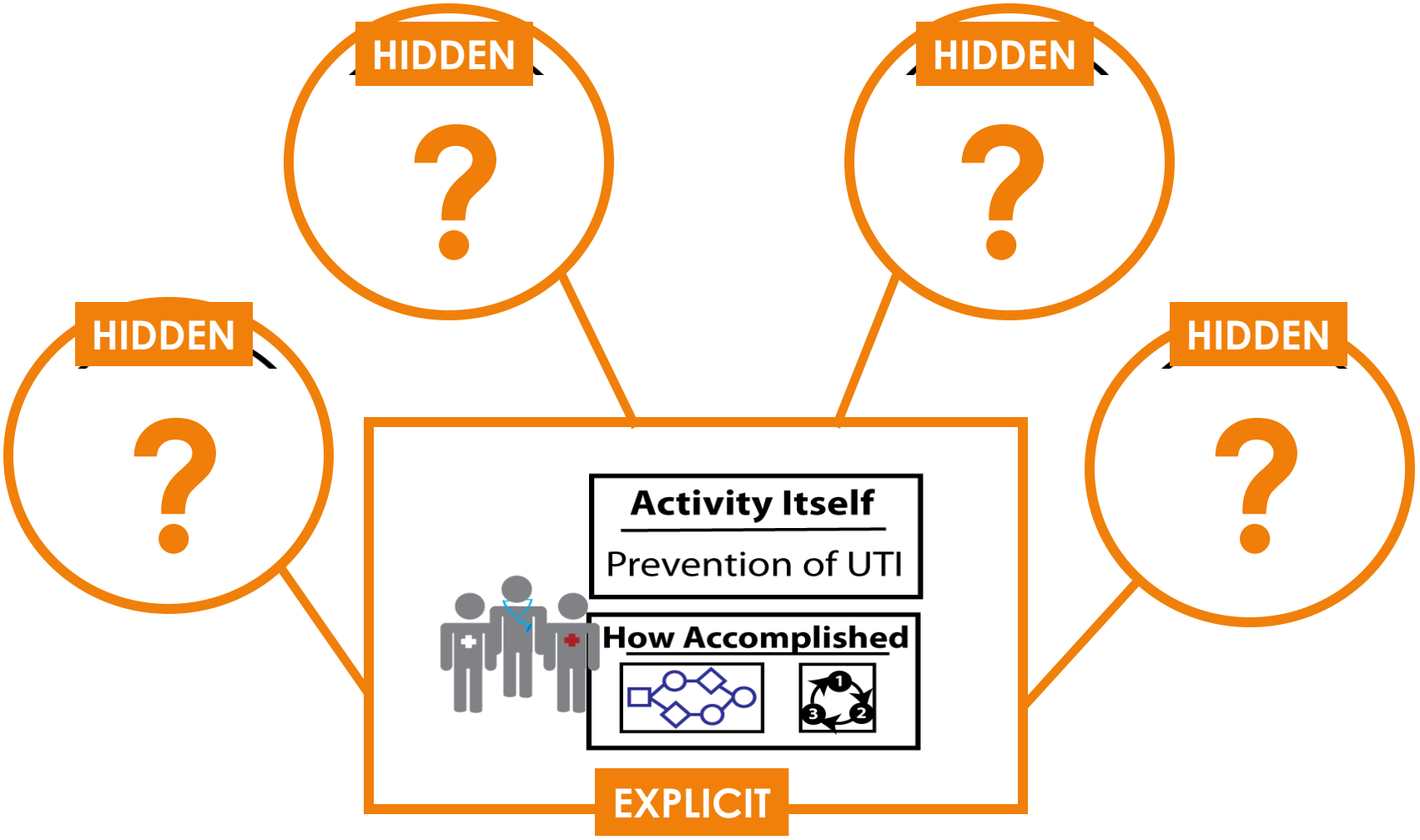
Rapid Adoption Network



RAN Focus: Your Activity System



Do you know….


HIDDEN
?
HIDDEN
?
HIDDEN
?
HIDDEN
?
Activity Itself
Prevention of UTI
How Accomplished
EXPLICIT

Thank you