Looking back to grow forward

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The 8 Metaphors of Organization
From Gareth Morgan’s Images of Organization
What do want our garden of integration to provide?
The ‘Triple Aim’ of integration

Berwick et al
2008
Typologies of integration

Systemic integration

Organisational integration

Functional integration

Clinical integration

Service integration

Integrated Care to Patient

Normative integration

After Fulop et al 2005
How do we encourage integration to grow?
<table>
<thead>
<tr>
<th>National policies</th>
<th>Outcomes &amp; monitoring</th>
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<tbody>
<tr>
<td>Broader environment</td>
<td>Process &amp; systems (data)</td>
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<tr>
<td>Representative bodies</td>
<td>Progression and rewards</td>
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<tr>
<td>Performance &amp; Incentives</td>
<td>Learning and improvement</td>
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<tr>
<th>History of partnership working</th>
<th>Co-production with patients / users</th>
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<tr>
<td>Cultures of organisations</td>
<td>Inter-professional teams</td>
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<tr>
<td>Individual experience &amp; interests</td>
<td>Training &amp; leadership development</td>
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<tr>
<td>Understanding of others</td>
<td>Encourage innovation &amp; pilots</td>
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- you’ve got to be all things to all people
- we pick up on all the things in their life that’s going on

- the communication is through faxes and letters so I couldn't tell you what they do well.
- I know it’s going to be challenging, I still have to pause and think right, this is going to be difficult.
Inputs
- Team task
- Team composition
- Organisational support

Processes
- Team Objectives
- Reflexivity
- Leadership

Outputs
- High quality care
- Patient satisfaction
- Team member well-being
How do we encourage growth and sustain for the future?
The more one sows, the greater the harvest.

Orison Swett Marden