

# Factors influencing Large Scale Transformation initiatives (LSTs) in healthcare

## Primary drivers for change

1. Planning and Infra structure

## Secondary drivers for change

- 1:1. Vision and Aims
- 1:2. Intervention
- 1:3. Management
- 1:4. Resources
- 1:5. Other planning and infrastructure considerations

2. Individual, Group, Organisational and System factors

- 2:1. Individual and Group factors/dynamics
- 2:2. Champions/Change agents
- 2:3. Leadership roles
- 2:4. Capability and Capacity development
- 2:5. Learning networks
- 2:6. Social networks
- 2:7. Organisational and System capability
- 2:8. Organisational and System Culture

3. The Process of Change

- 3:1. Change theory used
  - 3:1:1 Spread
  - 3:1:2 Underlying change theory
  - 3:1:3 Mechanism used for spread

4. Performance Measures and Evaluation

- 4:1. Data infrastructure
- 4:2. Measurement and Feedback systems

*Successful planning and execution of LSTs in healthcare*