

8.1c iv

Speech and Language Therapy  
SIMPLER – Complex Change Management Programme  
What Needs to be Clarified?

8.1c iv .

**Technical**

1. Clarify in terms of local context and current service provision.
2. Scope the work and identify who is involved.
3. Clarify timescales, budget, and the value of the change.
4. Clarify power of authority, legal, regulatory constraints.
5. Clarify the end point and close down procedure.

**Work Programme**

1. Define the technical programme
2. Define the cultural programme
3. Define the political programme
4. Identify the evolution work
5. Begin the scoping work

**Project Management**

1. Project architecture in place
2. Strategic steering group in the form of a Planning Cell.
3. HOS as project manager with planning cell as the change team
4. Technical Support team for Therapy Manager
5. A&C cell key to work programme

**Political Programme**

1. Clarify 'political' groupings and agencies.
2. Identify those for and against the change and their prices.
3. Identify resources to manage the for and against change
4. How the key opinion formers will be supported to mobilise positive forces (67%)
5. How to manage the 'never going to change group' (3%)

**Cultural Programme**

1. Clarify who is involved and their belief system.
2. Role and experimental learning and development of 'community of practitioners' with a common belief system.
3. Staff involvement, communication mechanism and facilitation techniques
4. Use of policy instruments to underpin cultural shift, language and beliefs

**How?**