

Step 4
Embedding change

Now imagine even more time has passed – for example, it has been two years since you took the first steps towards creating change. Reflect on the following themes and consider the changes that have taken place.

Date:

Values	Relationships
Outcomes	Decisions
Skills	Definitions of success

Step 5
Experiencing transformation

By this step, even more time has passed – for example, it has been five years since you began your journey towards change. Try to imagine how the decisions and actions you have taken have had an impact on different aspects of life.

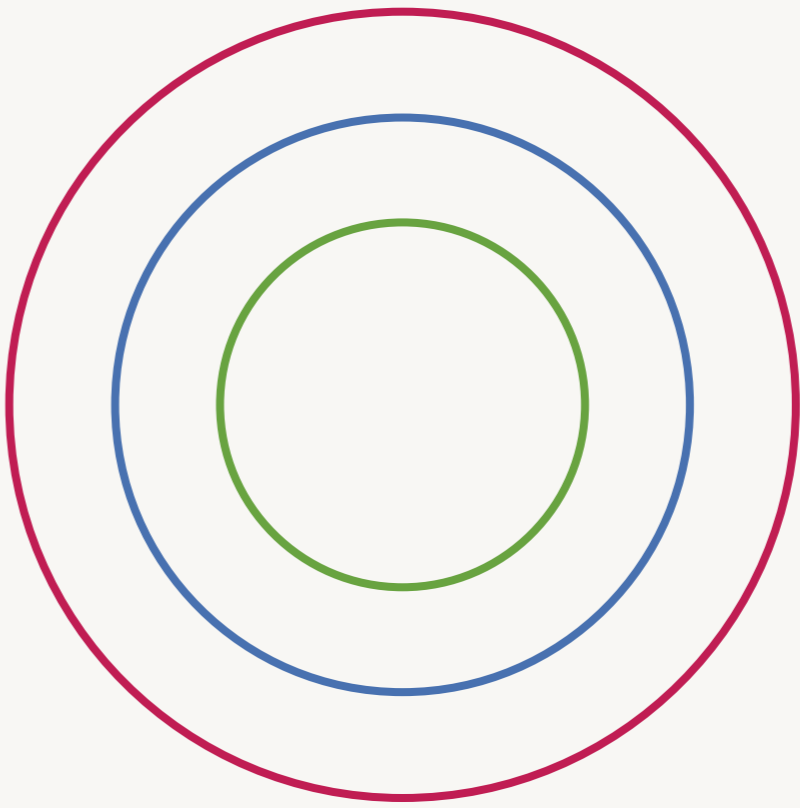
Use the concentric circles to map, sketch, draw or write what the current situation looks like at a day-to-day level for each different group. Have any new or unintended things emerged since starting your journey?

Date:

Circle 1 - Person

Circle 2 - Community

Circle 3 - Society



Please turn over to reach the end of your transformational journey into the future...

FOLD ONE

Step 2
The first steps towards change

Reflecting on the Five Ambitions, what decisions and actions can you take in the short term which would start the journey towards change?

Be Human - How can you work to make sure people's human rights are at the centre?

Lead Courageously - What courageous decisions can you make?

Reimagine Investment - How can you make sure you are investing in what people value the most?

Share Power - What actions can you take to address power imbalances and make sure everyone is equal?

Measure Outcomes - How can you review and change what you currently measure to include experiences and outcomes?

Unfolding the Future

A tool for change

Step 1
Where are we going?

Follow the six steps and answer the reflective questions along the way to explore what decisions and actions you can take to shape the future of health and care to ensure people and wellbeing are at the centre.

The focus of your journey:

Understanding where you are now:

Vision for the future:

Today's date:

Step 3
Things are changing

Think about what the impact of your decisions would be at a point in the future – for example, one year on. Although the changes may be initially small, what changes are you starting to see take place?

Be Human - What does a human rights based approach look like, how are rights holders involved at every stage?

Lead Courageously - How have courageous approaches led to innovation and change and is there more collaboration?

Reimagine Investment - What evidence is there for funding and resourcing of projects and initiatives to support change?

Share Power - How is power being shared with people, are they having a meaningful impact on decision making?

Measure Outcomes - How have people and organisations changed their view of success? Has this shift influenced organisational/cultural attitudes?

Date:

Please lift up to continue...

FOLD TWO

ALLIANCE
HEALTH AND SOCIAL CARE ALLIANCE FOR IRELAND
People at the centre

Step

6 Future unfolded

It has now been around 10 years since you started your journey towards changing the future of health and care in Scotland.

Use the reflective questions to see a snapshot of the future of health and care. Consider the vision for the future you set at Step 1, the beginning of your journey. Has this vision become a reality or has it changed?

Date: _____ You can use the map to sketch out what you think the future landscape will look like.

1 How have support and services been affected by this approach?

2 Do people have a greater understanding and awareness of their human rights?

3 What new skills have been prioritised? Have any skills been lost?

4 How is power being rebalanced and what responsibilities are being shared?

10 What new ambitions are there for the future of health and care in Scotland?

9 What other beneficial outcomes have occurred that are relevant to your health and social care future?

7 What barriers have you been able to overcome and what obstacles persist? Have new problems emerged because of changes?

5 Has there been a shift in cultural values throughout Scotland?

8 How are successful approaches being highlighted and who is drawing attention to them?

6 Who has become more empowered? Has anyone become less empowered?

