



Leading Change in Complex Systems

Paul Plsek

Burgess Hall, St Ives Cambridgeshire, PE27 6WU

4 November 2019 09.30 – 15.00

Organisations are not machines whose components can be planned by external master-craftspeople to function only as designed. Rather, organisations are complex adaptive systems comprising individuals who interact, but who retain a measure of autonomy and individual thought. Working across multiple organisations within a system, such as the 9 health and social care organisations across Cambridgeshire & Peterborough Integrated Care System, add to this complexity.

What do we know about such complex systems? How might acceptance of that knowledge change the way we approach the leadership of change? What might be some practical, effective (albeit, non-traditional) tools and approaches to help us navigate through to sustainable change?

This event is open to all C&P health and social care clinical and non-clinical leaders who would like to hear Paul Plsek, the internationally acclaimed expert in transformational leadership, share his expertise on:

- Understanding complex adaptive systems
 - The futility of detailed plans
 - How complex outcomes can emerge from simple rules and interaction
 - The role of tension and “destruction” in transformation and renewal
- How transformational change really happens: Principles and models
- An introduction to practical tools for leaders of change in complex systems
 - Creating a meaningful vision of desired change
 - Capturing a “good enough plan” in a driver diagram
 - Pattern mapping across a system to enable sustainable partnership working

Book your free place here:

<https://www.eventbrite.co.uk/e/cambridgeshire-peterborough-stp-paul-plsek-leading-change-in-complex-systems-tickets-62303535552>



Paul Plsek

Paul Plsek (plea-sick) is an internationally recognized expert on creativity, innovation, transformational leadership, and the management of change in complex systems. His work can be best described as “helping organisations think better.” He has 30-years’ experience and an extensive list of health and social care clients in the UK, Australia, New Zealand, Scandinavia, US and Canada.

In the UK, Paul has two decades of experience developing and leading improvement and leadership development programmes. He was the Founding Director of the NHS Academy for Large-Scale Change. Currently, Paul is the Mark Hutcheson Chair of Innovation at the Virginia Mason Medical Center in Seattle; Innovator-in-Residence at the MedStar Institute for Innovation (MI2) in Washington, DC; and Senior Fellow on Innovation and Complexity at Ko Awatea in Auckland, New Zealand.

Paul is the author or co-author of dozens of journal articles and eight books. His latest book, *Accelerating Health Care Transformation with Lean and Innovation: The Virginia Mason Experience*, was awarded the Shingo Prize for Research in Operational Excellence. Paul holds systems engineering degrees from Texas A&M University and the Polytechnic Institute of New York. He lives in Atlanta, Georgia, USA