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It can be argued that transformation is best brought about ‘from within’, led by frontline staff and service users, brought about by collaboration rather than top-down reform. Transformational change goes beyond changing how a service operates, to look at how to create a profoundly different culture by shifting mindsets, changing relationships and re-distributing power.

To offer insights to help strengthen transformation efforts, we selected four sites that have been recognised as successful transformation initiatives.

- The Bromley by Bow Centre: an innovative community organisation in East London that works with its Health Partnership to transform the lives of people in one of the UK’s most deprived boroughs.
- Birmingham and Solihull NHS Mental Health Trust: Rapid Assessment, Interface and Discharge (RAID) is a multidisciplinary mental health service that has been transforming liaison psychiatry across the acute hospitals in Birmingham.
- Northumbria Healthcare NHS Foundation Trust: Northumbria Specialist Emergency Care Hospital is a purpose-built facility that opened in 2015 to transform emergency care across a large geographical area.
- Buurtzorg Nederland: a novel care model that has received international acclaim for transforming community care through its nurse-led, cost-effective approach.
- We interviewed 42 people who were involved in leading, supporting, delivering, receiving or witnessing the changes. Our report presents stories of transformational change drawing on their collective experiences and reflections.

Two key messages emerged. First, there are groups who work tirelessly to achieve great things – the stories are a tribute to their determination, bravery and resilience. Second, there are key considerations for health and care leaders working to achieve transformational change.

## Link to Full Article

[https://www.kingsfund.org.uk/publications/transformational-change-health-care?utm\\_source=The%20King%27s%20Fund%20newsletters%20%28main%20account%29&utm\\_medium=email&utm\\_campaign=9463669\\_MKPUB\\_Transformational%20Change%202018-05-10&utm\\_content=btn%20below%20text&dm\\_i=21A8,5MU7P,PUX419,LWNAK,1](https://www.kingsfund.org.uk/publications/transformational-change-health-care?utm_source=The%20King%27s%20Fund%20newsletters%20%28main%20account%29&utm_medium=email&utm_campaign=9463669_MKPUB_Transformational%20Change%202018-05-10&utm_content=btn%20below%20text&dm_i=21A8,5MU7P,PUX419,LWNAK,1)