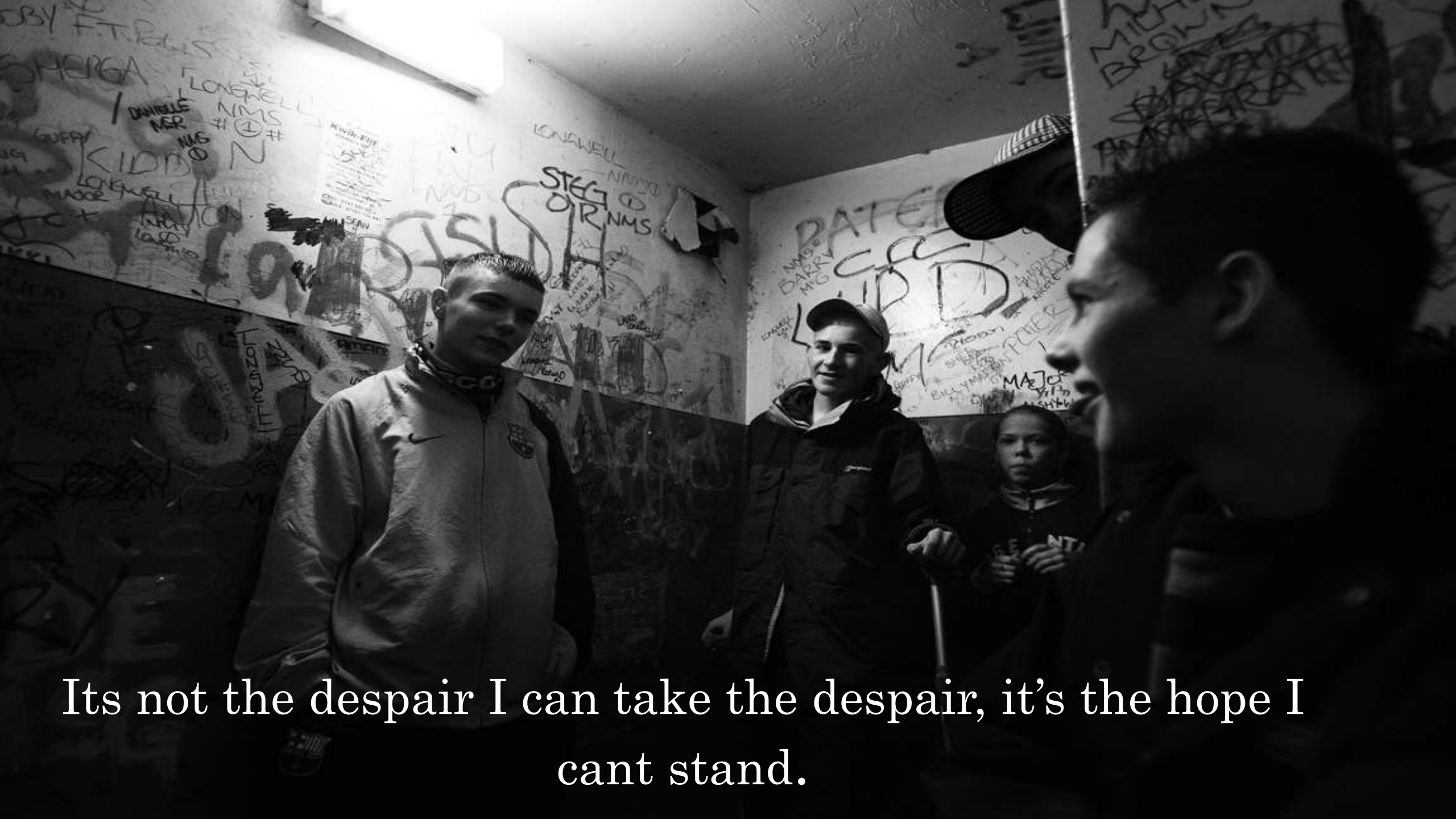# Karyn McCluskey

{ Bad systems are full of good people who want to do a better job. }
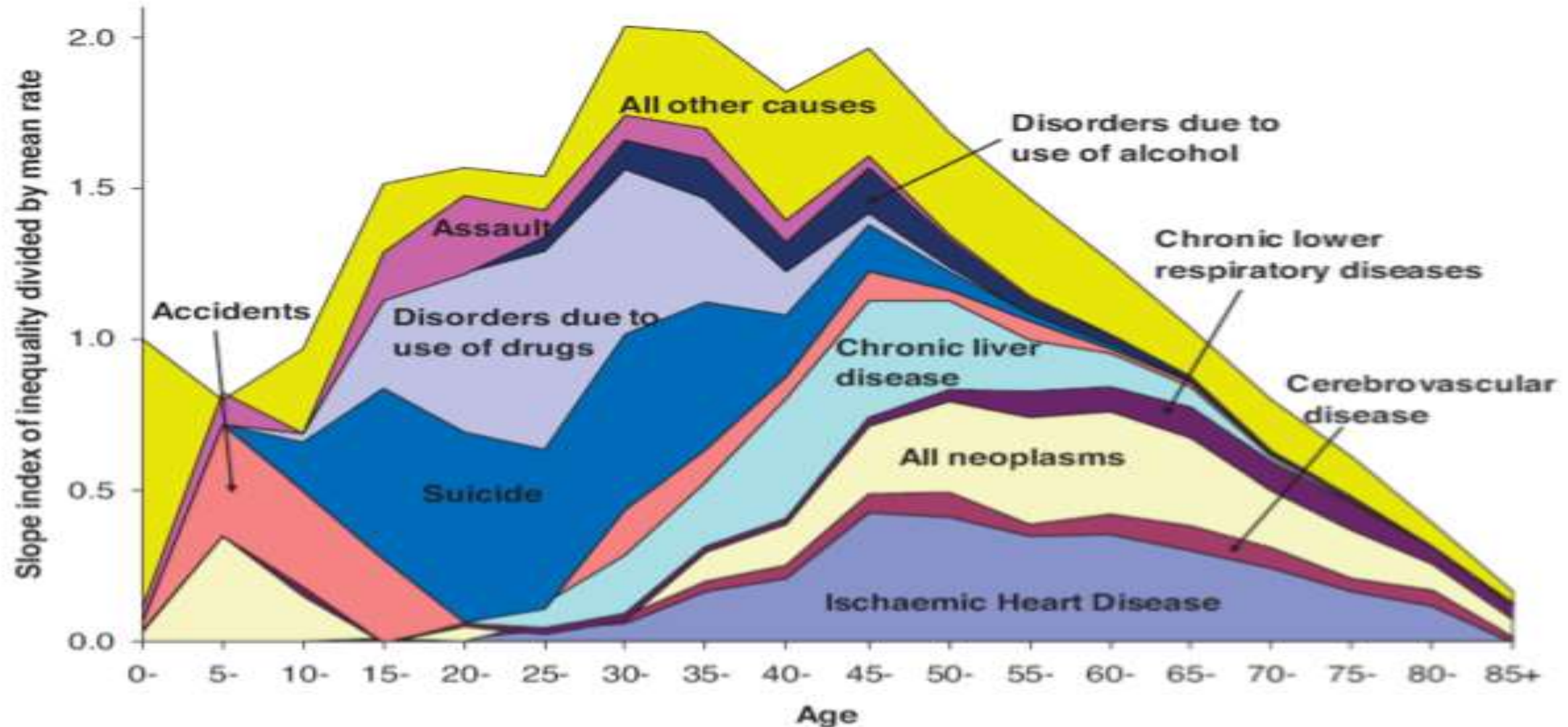
So many report…so little change.

Its not the despair I can take the despair, it's the hope I cant stand.
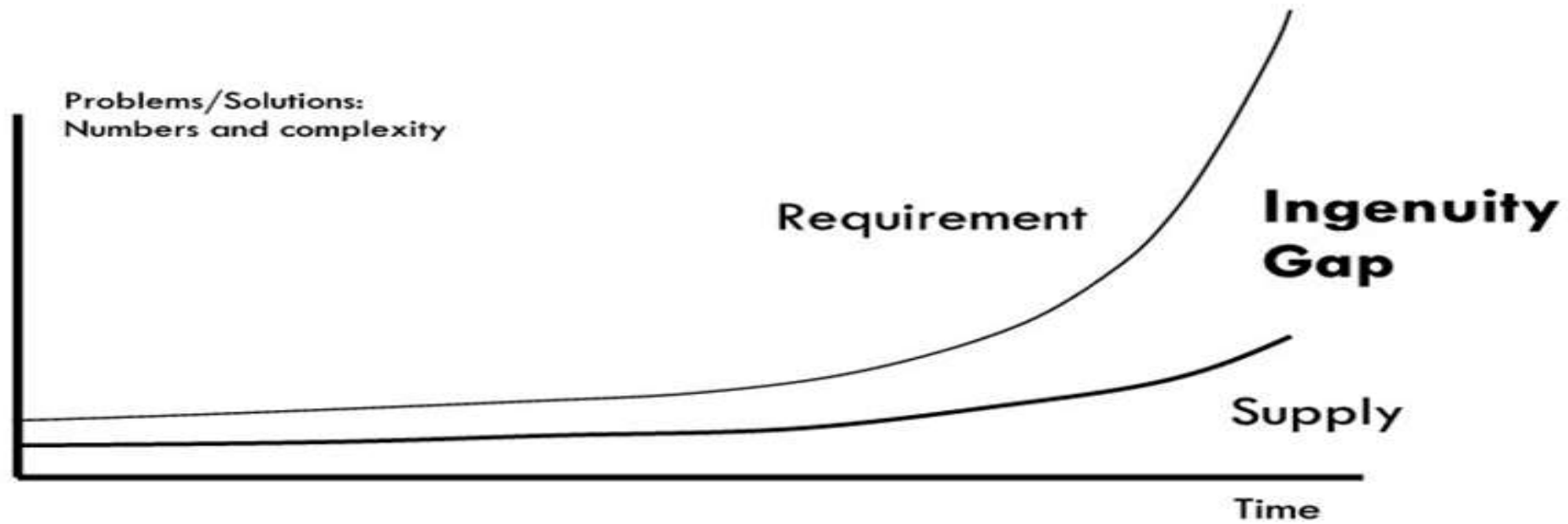
What is killing us in Scotland…

"The Ingenuity Gap"

Problems/Solutions: Numbers and complexity

Requirement

Ingenuity Gap

Supply

Time

The Ingenuity Gap

Source: Homer-Dixon, 2000

There are different needs for system innovation

Same paradigm ←——————————→   **New paradigm** →

Optimising   **Re-balancing**   **Shifting to a new paradigm**   **Creating new system infrastructure**

First order change

Characterised by:

Incremental improvements

Better coordination/alignment of the same actors

Maturing markets

Second order change

Characterised by:

Breakthrough social philosophies or technologies

New actors in the ecosystem

New markets

What else could this look like
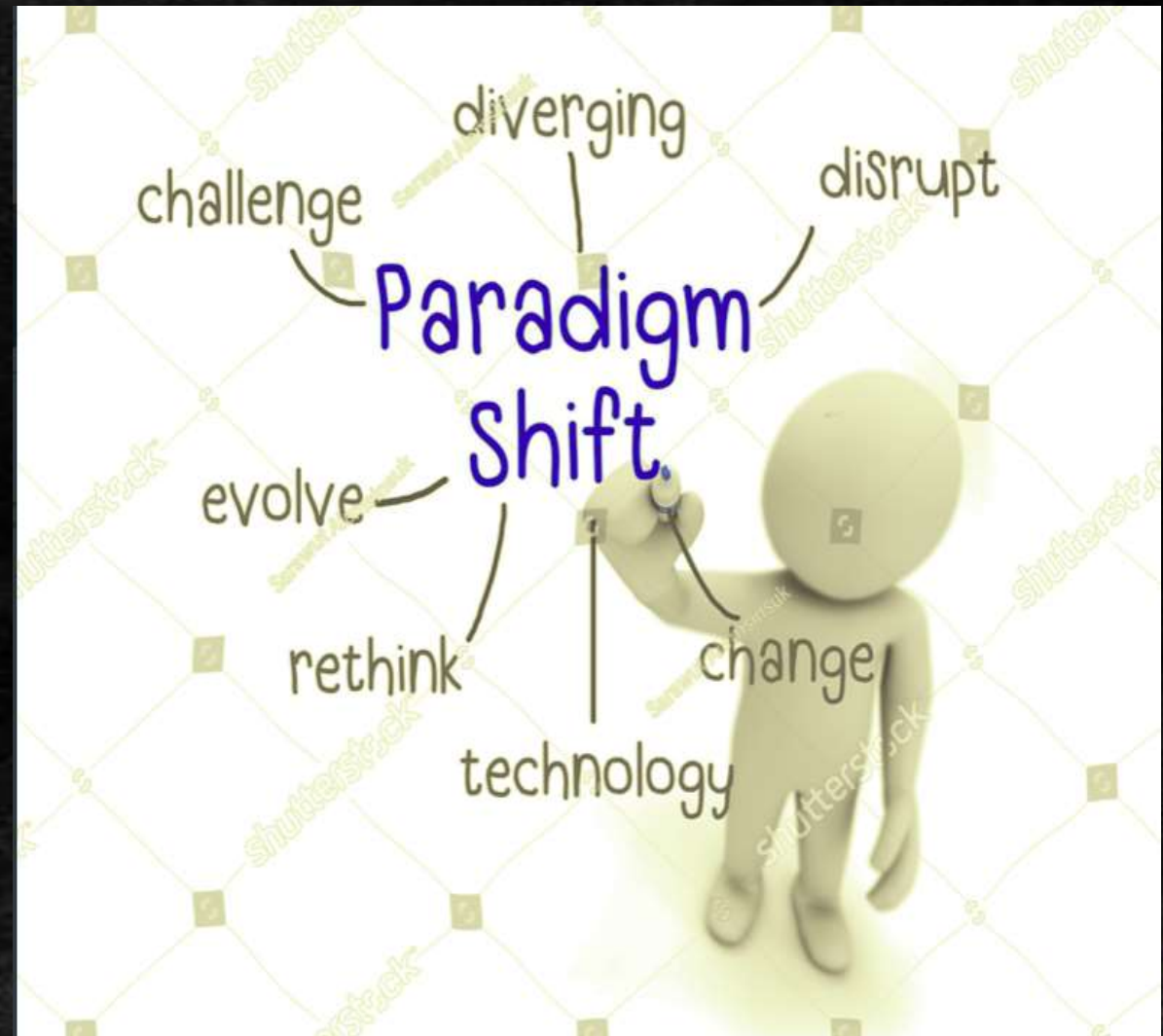
So if you want to achieve change you need 3 things;

Will

Stretch Aim

Method

Risk Mitigation in Innovation

- Empathy – deep connection and understanding of the people you are trying to serve.

- Prototyping – development of solution – so 'failure' becomes something that is learning that's built on quickly.

- Openness – transparency and openness allow for quick understanding of problem.

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Have Faith In People

- Most people don't have faith in themselves, and believe they will fail

- Most people don't have someone who has faith in them

- Most people will do anything to live up to your faith in them

If you think you can win, you can win. Faith is necessary to victory. ~ William Hazlitt **(1778 - 1830)**

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A thousand small sanities

Epidemics seldom end with miracle cures. Most of the time in the history of medicine, the best way to end disease was to build a better sewer and get people to wash their hands. 'Merely chipping away at the problem around the edges' is usually the very best thing to do with a problem; keep chipping away patiently and, eventually, you get to its heart. To read the literature on crime before it dropped is to see a kind of dystopian despair: we'd have to end poverty, or eradicate the ghettos, or declare war on the broken family, or
the like, in order to end the crime wave. The truth is, a series of small actions and events ended up eliminating a problem that seemed to hang over everything. There was no miracle cure, just the intercession of a thousand small sanities.

Adam Gopnik
The New Yorker

Good things come to those who hustle......

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What is public health?

The science and art of preventing disease, prolonging life and promoting health through organised efforts and informed choices of society, organisations, communities and individuals.

The focus of a public health intervention is to prevent and manage diseases, injuries and other health conditions through surveillance of cases and the promotion of healthy behaviours, communities and environments. Many diseases are preventable, through simple non medical methods.

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Context

- please can you cover your experiences of driving systems leadership to reduce health inequalities and particularly maintaining your focus on the people at the receiving end of services

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