

ACHIEVING SPREAD



When a pilot project has been completed it is important to spread it to other areas.

Spread seems simple; take what has been learned and implemented into other areas. However, the effort made to engage the project team and other staff for the initial project area also needs to be done for all other areas where the improvement is to be spread.

Steps to Achieving Spread	
Identify the Areas	Identify all the areas where the improvements could potentially be spread to. Communicate the success of the pilot project, how it impacted staff and the customer (patient, resident, client) and the measures required to support the changes.
Identify the Sponsor	Once the area(s) of spread is/are identified, identify who has the authority to remove roadblocks in these areas.
Leadership Support	Review the sponsor. A new sponsor may be required. They would need to be engaged and support the spread plan.
Readiness Assessment	Understand the level of readiness for change to determine the different engagement strategies needed.
Develop the Spread Plan (Refer to Developing a Spread Plan One-pager)	Should be developed for each area and include the following: <ul style="list-style-type: none"> • Spread details • Readiness assessment • Engagement strategies • Action plan Outlines the who, what, where, when and why of the initiative.
Change Management	Implementation in a new location requires the DMAIC process to be followed. Documents from the originating project may be used (in their current state or revised). Staff in the spread area will require training/education on Lean Six Sigma prior to starting the project.
Allow for Adjustments	Minor changes based on environment or specific needs should be allowed while maintaining the core integrity of the proven change.
Celebrate	Plan to celebrate after the improvements have been implemented. It is always important to acknowledge the teams hard work.

A great way to reduce resistance in implementing the spread plan is to:

- Do everything you can to spread the success story of the pilot project first.
- Have participants from the location(s) that the pilot will be spread to as participants or “special guests” on the team.

Shared Health works collaboratively with our provincial service delivery partners to develop and deliver lean training to staff across Manitoba.

