Responsive Reflections

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Now AND Zen

- Particle
- Fixed
- Hard
- Testing
- Inspecting
- Results
- Now
- Snapshot
- Transactional
- Locational
- Summative

- Wave
- In Motion
- Soft
- Learning
- Expecting
- Experimentation
- N-O-W
- Movie
- Relational
- Directional
- Formative
And if you could make it a wave AND a particle, that would be great.

Christ, what an idiot.
• The Standardised Individualisation Oxymoron Paradox Predicament Pickle ( S.I.O.P.P.P. )
• The Responsive Regulation model offers;

• A Framework within which to reconcile the tensions inherent in the Standards Paradigm

• A Continuum of Strengths & Sanctions Based Escalation for Regulatory Decision Making

• A Lattice of Actors contributing to an agreed model from multiple perspectives
• Principles Based Parameters not simple lists of Prescriptions
• Suggests an Open System that is capable of flexibility, discretion, devolved decision making, locus of control distributed, supporting responsiveness

• “.....in which Standards and the means for achieving them are continuously monitored and reviewed”
Some Challenges

- External Review backed up by Regulation and law are required
- We need to avoid a lockdown on learning
- Learning by Providers will focus on how to “pass the test”
- Learning by the Regulator may be confined to a very limited set of objectives
Some challenges

• There is no point in moving from a Provider centred Service to a Regulator Centred Service
• Or to a Commissioner Centred Service
• If the vision is a Person Centred Service
Some Challenges

• How do we do Transformation

• What are we learning from the way we address major systems change?

• What are we learning about our ambition to learn?

• How about Meta-Learning?
Some challenges

• The Paper Holds our Folded Faces to the Floor and Every Day the Paper Boy Brings More.....
Some challenges

• We suffer from a deep degree of confusion about Control and Order
• We lack the RIGHT KIND OF IMPATIENCE
• The disconnect between Policy, Regulation, Provision and People results in both inefficiency and impaired effectiveness
• We lack a shared understanding of values or even the centrality of values as the starting point and the source
• Just because you understand one you think you also understand two.
• Because one and one make two you think you understand two
• But do you understand AND
Some challenges

• Outcomes defined by Perspective
• Personal
• Clinical
• Functional
• Organisational
• Sectoral
• Societal
Some challenges

• Effectiveness is a function of the Relationship between these Perspectives
• Disconnect leads to inefficiency and fragmentation, contradictory assumptions, mixed messages, undermining actions etc
• The Connecting Thread is Shared Values
• Shared Values must be Expressed in the Intentional Relationships between Perspectives and Actions at each level
Some challenges

- VALUES ARE THE ORGANISING PRINCIPLE WHICH GIVES COHERENCE TO ALL PARTS OF THE SYSTEM
• At the broken heart of your position lies a deep confusion between order and control
• Order is not neat; it’s elegant and shy and elusive and it navigates complexity
• Control is a clumsy effort to manage order rather than engage with it
• Listening deeply to people and to events needs the right kind of impatience