Micromastery - the heart of innovative quality people

Welcome to the festival of click, call and walk

Let’s connect

• Click call and walk

Habits change into character

Mastery is in the reaching, not the arriving
What is the best way to spread new knowledge?

Social connection/discussion is **14 times** more effective than written word/best practice databases/toolkits etc.

Source of data: Nick Milton  
http://www.nickmilton.com/2014/10/why-knowledge-transfer-flows.html

Source of image: www.happiness-one-quote-time.blogspot.com  
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..We always stand as in the beginning – of our wonderful future..

Ingvar Kamprad ref: Gunilla Andermo Näsström

Source of image: Region Jönköping's län
Micromastery
Learn Small, Learn Fast and Find the Hidden Path to Happiness

“A micromastery is a small, discrete, repeatable skill that allows you to glimpse the greater possibilities of mastery available to you”

Robert Twigger, The Independent, May 24th, 2017

Dongyang region of China with a single piece of wood
Micro Mastery

The Woodcarver and the Bell stand

Focus

Specific

http://www.canon.com/technology/interview/people-counter/index.html
**Tuesday**

Tuesday 27th February 2018, 1pm-5pm

**Hackathon**

Join colleagues from across the world in our first microsystem festival hackathon creating new ideas and practical actions to deliver large scale change

**Friday**

- **Improvement science day – Micromastery in co-designing healthcare services**
- What did we learn today and what do we need to figure out tomorrow?
The Festival is also an opportunity for synchronicity

- Events that are "meaningful coincidences" if they occur with no causal relationship yet seem to be meaningfully related.

Synchronicity is an ever present reality for those who have eyes to see.
- Carl Jung

The Festival meets synchronicity ("meaningful coincidences")

- An Appreciation of Otherness and Generosity
- A Capacity to Hold Tension Creatively
- Hope Is Fueled by Human Connection
- Healing the Heart of Democracy

Reference: Parker Palmer, Anthony Tjan, author of Good People
CoachingGo and coaches cafe

http://plus.rjl.se/infopage.jsf?childId=22823&nodeId=44257

Hand hygiene and MRSA
Rima Mikayelyan
Arman Harutyunyan
Has Sweden got more to share than Ikea and Abba?

https://carolinesqualityimprovementjourney.wordpress.com/2018/01/03/sweden-got-more-to-share-than-ikea-and-abba/

Permission to innovate was a strong theme and using small tests of change to try things, it isn’t an issue if it doesn’t work but there is an expectation that everyone is trying to improve what they do.

The staff at the Qulturum all come from different occupational backgrounds and from many different nations. This brings together a plethora of knowledge and experience, both professionally and personally.

Qulturum – mapping innovation
Practice-based learning

- Front VL – digital home
- SimLab
- Mental health at work ESF
- Prediction modeling
- Networking leadership
- Simulation 2020
- Learning Management Systems
- Health Café
- Re-designing the Conference administration
- Transformation of delivery in R JL
- EBM in real
- Co-production and Patient contracts
- Network for engaging leadership
- Competence strength for nurses RIU
- Existential health
- Coaching
- Innovative ideas
- Competence centers
Why we need to connect

Transforming health and care

Co-produce and co-create
Collaborative learning
Connectivity acceleration
Collaborate in partnership
Can we find better ways with micromastery?

Focused
Specific
Endurance

Co-produce and co-create

**Patrik - patient**

- Can you describe what your personal journey taught you about micromastery?
- Can micromastery become a way to increase trust?
- What are the three big things you’d like to share with us as professionals about patients opportunities to become micromasters?

*Micromastery: Learn Small, Learn Fast and Find the Hidden Path to Happiness*
Eje – Rehab instructor

- Can you describe what your personal journey taught you about micromastery?
- What were your thoughts about micromastery the first day when you returned back to healthcare as an instructor/professional?
- Can micromastery become a way to increase trust?
- What are the three big things you’d like to share with us as professionals about patients opportunities to become micromasters?

*Micromastery: Learn Small, Learn Fast and Find the Hidden Path to Happiness*

The New Way

Christian taught a 73-yr-old woman how to do it…

…and they started to teach others how to do it.
Searching for a co-created and collaborative care

- Story tellers
- Health coaches
- Esther coaches
- Volunteers
- Starters
- Living library
- Health cafe’s
- Esther processes
- The heart’s houses
- Self helping groups

That helps us to micromastery!
H Hult, M Lindblad Fridh, A Lindh Falk, K Thörne

- The verbs we identified from the interviews as indicators of pedagogical activity were used more seldom when talking about conversations within the professional group or in the treatment team

- The clinical aspects of the work are discussed and analyzed while the pedagogical aspects seem to be mostly left to the individual. In order to develop skills,

  - Pedagogical Processes in Healthcare: An Exploratory Study of Pedagogic Work with Patients and Next of Kin.
  - Education for Health, Volume 22, issue 3, 2009

Karin Thörne continues.....

- Our data indicate that at the collective level there is almost no support for professional development of pedagogical ability, and, as a result of this, the knowledge may remain silent or tacit, as Polanyi (1966) has described. Polanyi, Michael (1966), The Tacit Dimension, University of Chicago Press: Chicago,
Micromastery and Collaborative learning – Lev Vygotsky

- Zone of proximal development
- Tasks that learners can and cannot accomplish.
- You can learn but with the help of guidance.
- Mainly learning through communication and interactions with others

Micromastery: Learn Small, Learn Fast and Find the Hidden Path to Happiness

http://www.curogens.com/how-curogens-learning-works-within-the-zone-of-proximal-development/
The way to leave your comfort zone

- Instant feedback
- Opportunities to try something new
- Make mistakes and correct them
- Gradually develop new skills
- Best education: always capture roleplay, conversations and acting into the new way

Why now?

- The idea of micromastery is so in keeping with the new generation!
- The Gen X-ers and the Igen-ers are more attuned to building many skills and constantly learning, so this idea seems very timely to me.
- Will need to reteach the older generations on how to nurture and reward this different type of skill building!
Happiness framework

- Sense of control
- Sense of progress
- Connectedness
  - Depth of mentorships
- Vision/Meaning
  - Being part of something bigger than yourself


Micromastery: Learn Small, Learn Fast and Find the Hidden Path to Happiness
Eligibility, girls and boys in a city of 40,000

Students in 9th grade who are eligible for a programme, home municipality, share(%) (value)

Aim: Good and equal health for children and young people
- Fewer young children should be exposed to tobacco smoke at home (reduce by at least 2 percentage points).
- Fewer 3-year-old children should have caries (free from dental caries should increase by at least 2 percentage points).
- More students in Grade 9 should be eligible for upper secondary school (increase by at least 2 percentage points).

Living life – whole life
- More high school students are required to graduate (increase by at least 3 percentage points).
- More children who have been placed should have completed three-year high school as 20-year-olds (increase by at least 4 percentage points).
- Reduce the proportion of young people who neither study nor work (decrease by 2 percentage points).

Aim: Good quality
Student experiences Year 5 a better school environment
- More students should feel safe at school (increase by at least 2 percentage points.)
- More students should feel that they are getting help at school when they need it (increase by at least 2 percentage points).
- More students should feel that school work makes them so curious that they are inclined to learn more (increase by at least 2 percentage points).

Aim: Durable and sustainable
- Fewer children and young people should live in economically vulnerable households (reduce by at least 2 percentage points).
Students in Grade 9 who are eligible for a programme, municipality of Residence, latest available data - 2017

<table>
<thead>
<tr>
<th>Municipality</th>
<th>Qty</th>
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<th>Qty**</th>
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*Number of Grade 9 students who received or would have received grades according to the target and knowledge-related grading system. The task relates to students registered in the municipality regardless of where they go to school and academic year. Source: SCB and Skolverket.

**Number of students in Grade 9 who are eligible for the upper secondary school’s vocational programme. The task relates to students registered in the municipality, regardless of where they go to school, and academic year. Source: SCB and Skolverket.

***Students in Grade 9 who are eligible for a programme, municipality of residence, share (%).

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Effect on mortality of health checks for 40, 50, 60 & 70 year-olds

Estimated effect of health checks

No health dialogues 2015 (n=276854)

Health dialogues 2015 (n=5946)
Share of 39, 40, 49, 50, 59, 60, 69, & 70 year olds who had been in contact with healthcare during the year and had health checks 2015

Number of health checks per medical center 2015
So as to meet changing demands and challenges in the health care system, we need to develop physical spaces and meeting places that can be used in daily health care work, which makes it possible that patients, in partnership with their care providers, engage with and even develop the health care system.

**Coproducing Interprofessional Round Work:**
**Designing Spaces for Patient Partnership**
Karin Thörne, MD; Boel Andersson-Gäre, PhD; Håkan Hult, PhD; Madeleine Abrandt-Dahlgren, PhD

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**David Letterman asks Barack Obama**

- How come it looks as if we live in 2 worlds?
- …a divided Country
- We have a problem – we seam to live in different information bubbles?

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Collaborate in partnerships

"My favorite part about Iora is the attention I receive."

Project ECHO

Mission: To democratize medical knowledge and get best practice care to underserved people all over the world

Right Knowledge. Right Place. Right Time.
A model for developing communities of learners and scaling best practices

Connectivity acceleration Husqvarna

The next generation of technical connectivism?
Connectivism: Building mastery in connecting
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Micromastery and Wu Li

• The Wu Li Master dances with his student.
• The Wu Li Master does not teach, but the student learns.
• The Wu Li Master always begins at the center, the heart of the matter.

• It also points towards the possibility that intentions create the reality that we experience.

Micromastery: Learn Small, Learn Fast and Find the Hidden Path to Happiness

https://www.youtube.com/watch?v=Ov_iJQGq6DI
We always stand as in the beginning – of our wonderful future.. Ingvar Kamprad

- Let’s get ready – live, love and learn for three more days

- *Learn Small, Learn Fast and Find the Hidden Path to Happiness*

- Click, call and walk