

Change theory in complex systems

David Roberson, MD, FACS



Change theory

Every system is perfectly designed to get the results it gets.

-Paul Batalden, MD



Complex systems

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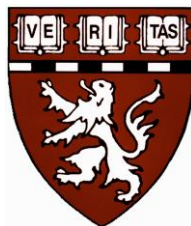
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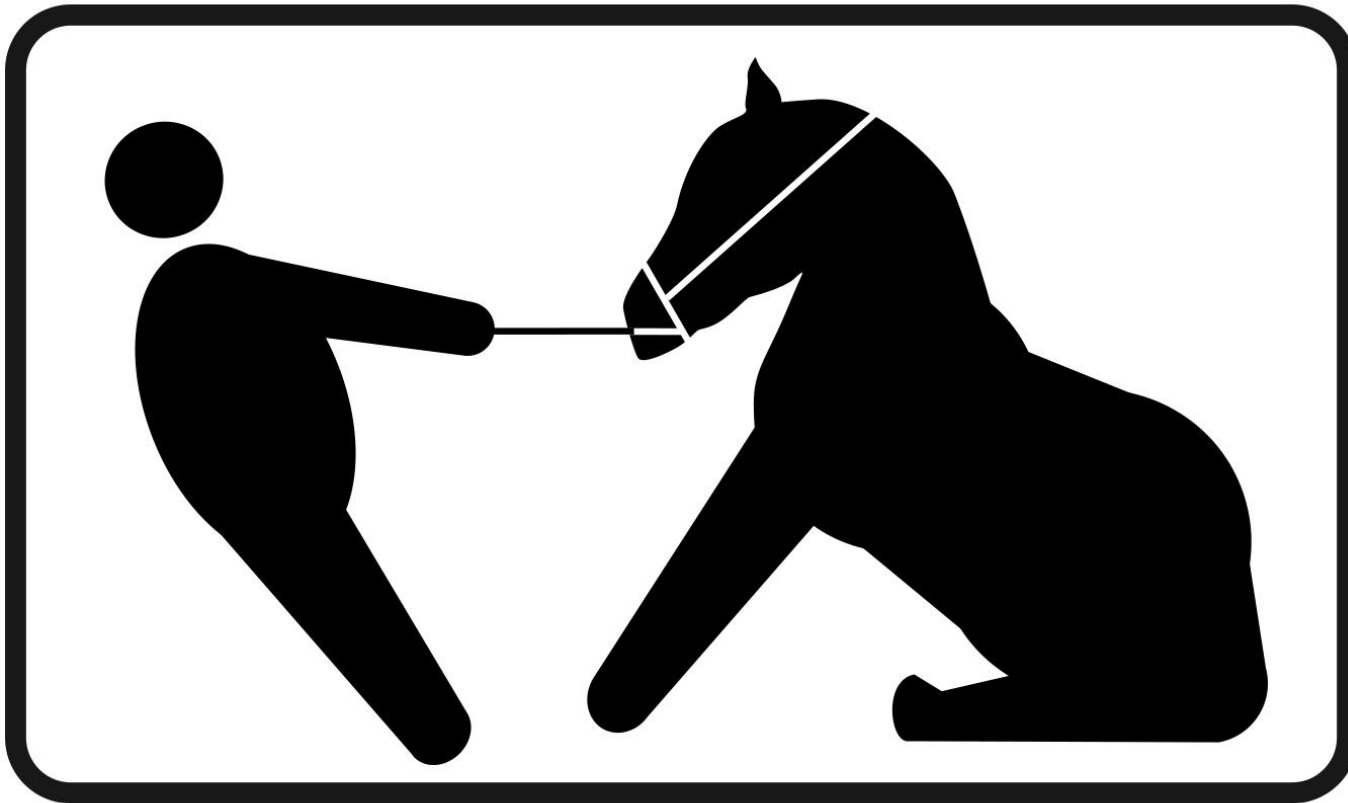


Homeostasis

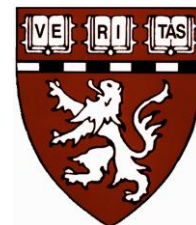
Ecosystems are capable of self-maintenance and self-regulation, as are their component populations and organisms Homeostasis (homeo = same; stasis = standing) is the term generally applied to the tendency for biological systems to resist change and to remain in a state of equilibrium. (Odum, 1971:34-36)



Homeostasis



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Homeostasis



CHANGE

Reactions to change

Inertia

“I can outwait you”

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I'm
TIRED

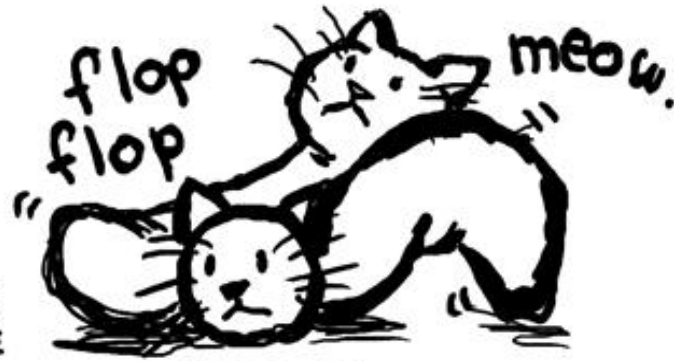
of herding
CATS.



... there, that's
better.



meow.



flop
flop

meow.

meow.

Reactions to change

No thank you

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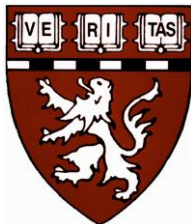




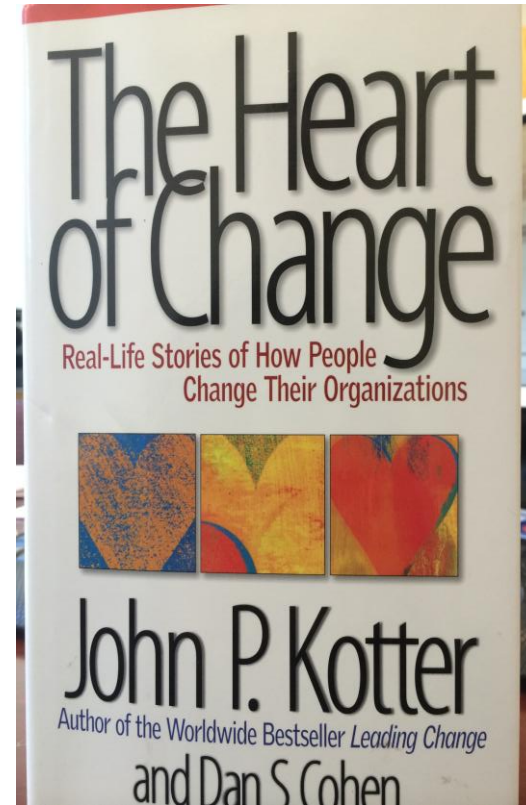
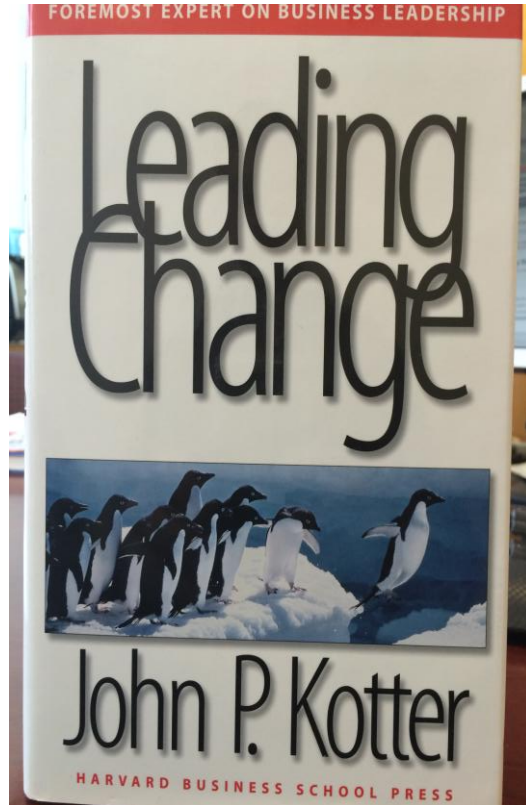
Change: key points

- You may be at very different places
- Slow down, strategize
- Create network of allies
- Call on the GTC and your colleagues

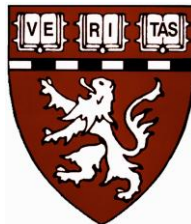
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Change - references



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Change: key points

- Resistance is normal and healthy
- Think and plan **BEFORE STARTING**
- If you encounter resistance, try to back away and think things over
- If you encounter problems, the GTC and your colleagues are a resource



The end!

