

# Using Change Management To Drive Health Science Education Innovation: An Investment In Ideas And Innovators

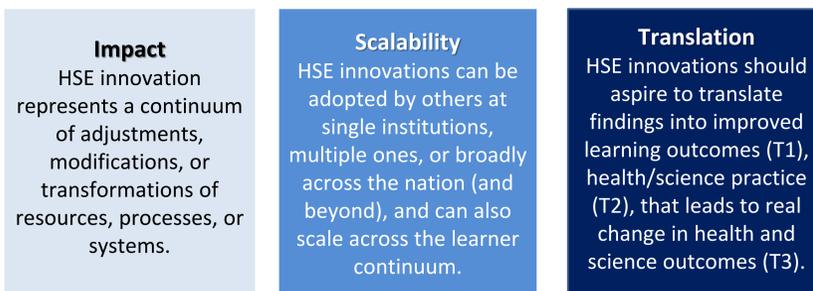
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## Problem

- **Health science education innovation (HSEI)** is necessary to meet the challenges of the ever-changing and unpredictable globalized world.
- Cultivating HSEI requires **change**; therefore, we need a framework for understanding and assessing these changes in both people<sup>1-3</sup> and HSEI ideas.

## Approach

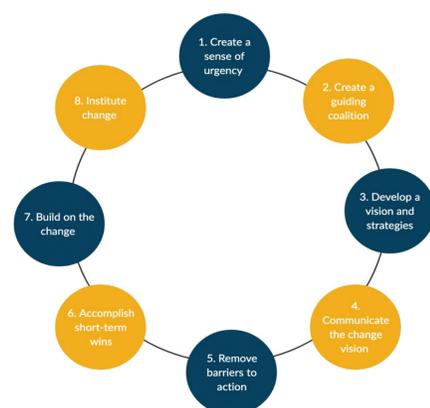
- **Research. Innovation. Scholarship. Education. (RISE)** developed the HSEI framework for understanding and assessing change in innovation **ideas**:<sup>1-3</sup>



- RISE adopted seven HSEI competencies to understand **individual** changes in development as an innovator:<sup>4-8</sup>

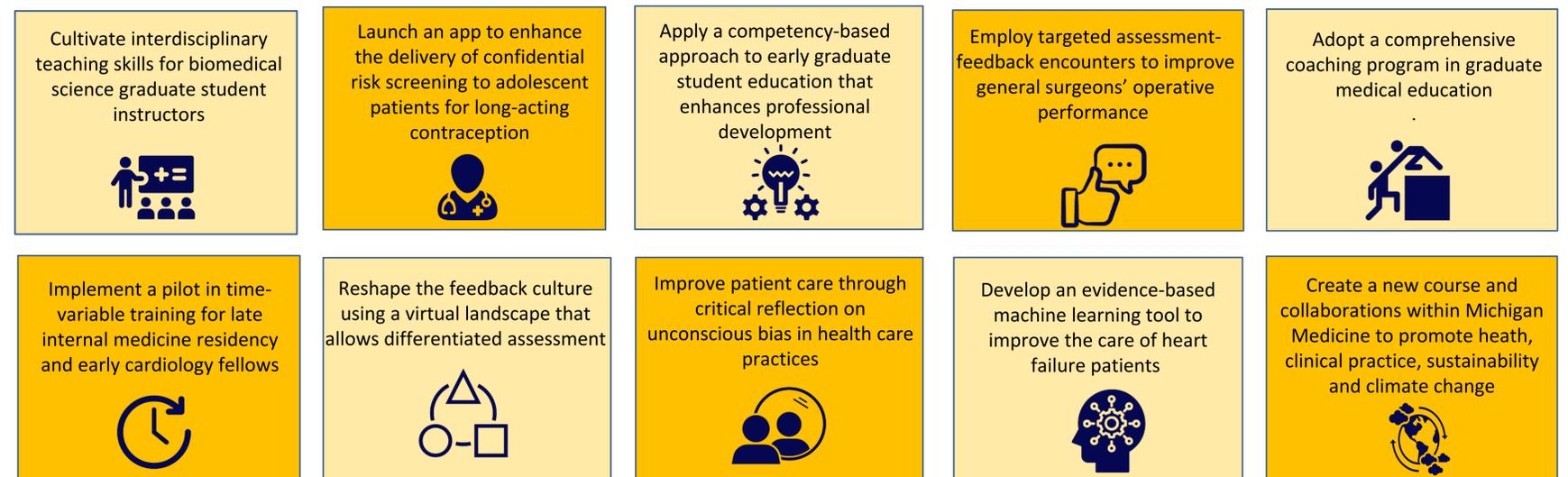
creativity, cortical thinking, initiative, intellectual curiosity, intelligent risk-taking, teamwork, and visioning.

- To develop innovators and their ideas, we created an 18-month innovation development program. rooted in Kotter's 8-step process for leading change.<sup>9</sup>



## Development

- Our ten funded innovators received over \$1M in additional funding, 2 prestigious national awards, been interviewed within Michigan Medicine as well as National Public Radio (NPR) and presented their ideas at institutional level venues.



- Innovators create and regularly iterate their Theory of Change, which outlines what is expected to change as a result of their innovations and explains how and why these changes happen.
- Innovators receive regular feedback on their HSEI idea and personal innovation competency development to help them continually adapt their ideas and strengthen their competency development.

## Next Steps

Our next steps include:

- Providing additional guidance on how to apply the HSEI and competency frameworks to individual and idea development—e.g. how to translate ideas into practice and how to self-assess creativity.
- Measuring the impact of the RISE initiative on competency attainment of the innovators, health and science outcomes, and shifts in innovation culture within the health science education environment.
- Further developing the program both within our medical school and to synergize with innovation initiatives across the University.

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