

An Organisation Learning and Developing through the lives of People it Supports

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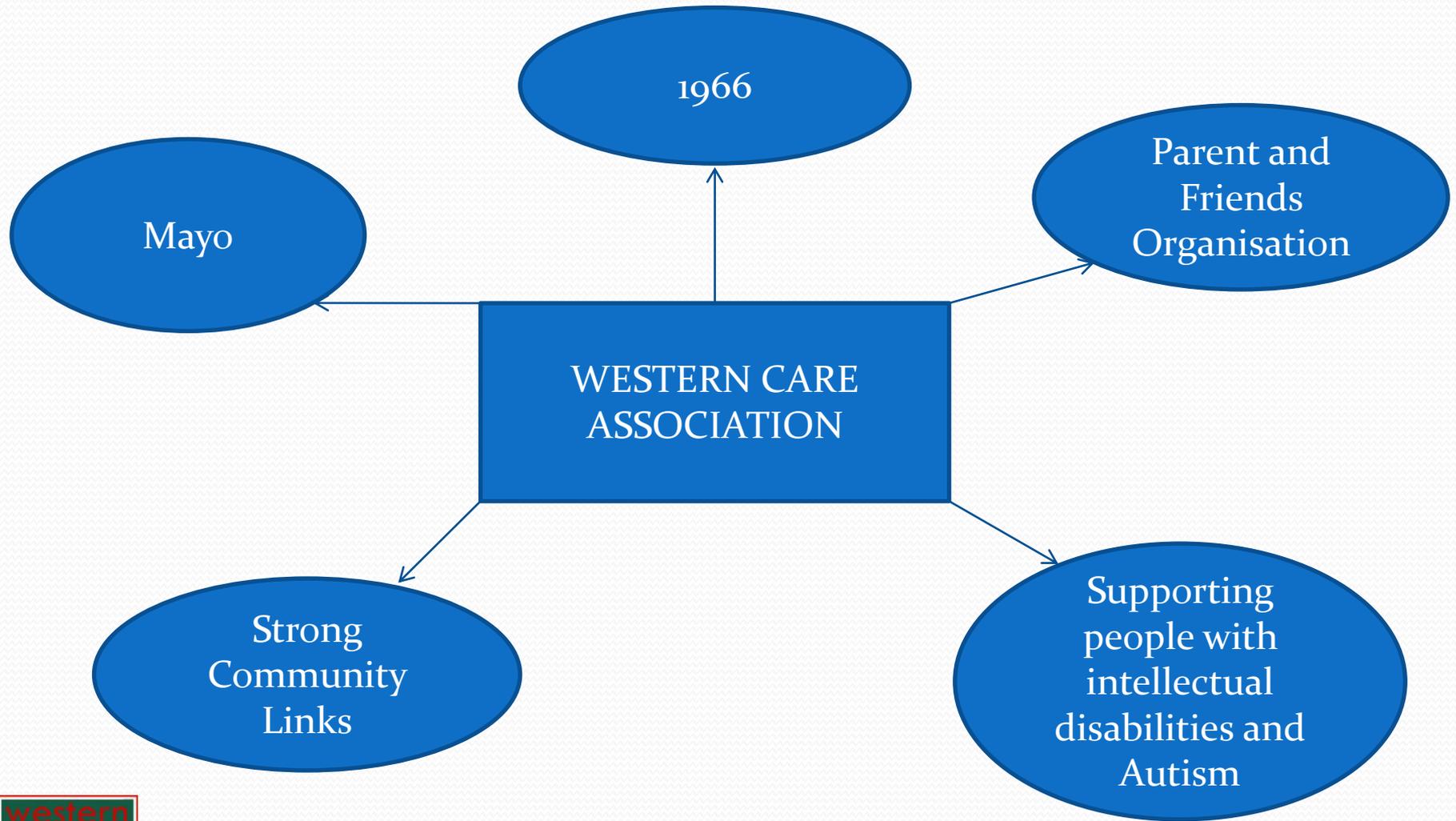
Disclaimer

- Western Care Association has not arrived.
- We are not finished
- We are supporting many people in arrangements that are not ideal for them and which require change
- We are getting it wrong too.

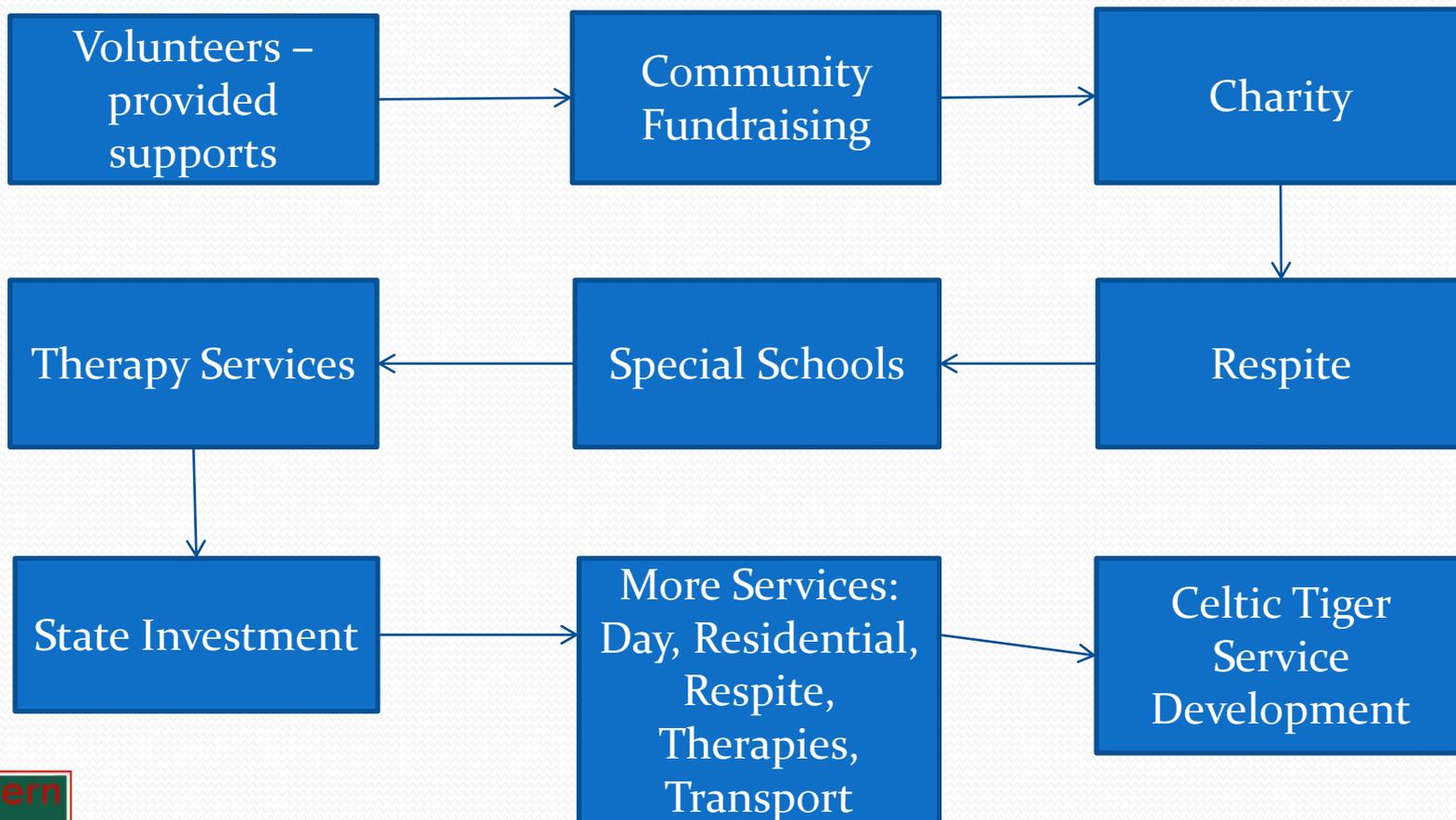
The Question for WCA

*“Come out upon my seas
Cursed missed opportunities am I
A part of the cure
Or am I part of the disease”*

(Coldplay)



Organisation Story to 2005



More and More services
matched by
increasing demand
but
evidence told us something
striking

Existing Service Models were
not working for
many people services

What happened in 2005?

- We decided we had to do something different.
- We decided to focus on a small number of people who were:
 - Change ready.
 - Change needy.

Influences

Personal
Outcomes
Measures

International
Leaders

Genio

New
Options
Alliance

People
Using
Services

Families

David
Pitonyak

Pat
Frantangelo

Outcomes
Network of
Ireland

Michael
Kendrick

Essential Elements of Organisation Transformation

Vision

Values

Learning

Leadership

Risk Taking

Courage

Organisation Alignment

Open to Getting it wrong

Problem Solving

The right kind of impatience

Commitment to the Individuality of each person

Coping with Chaos

Some Individual Stories

- Anne Nally
- Sandra Flaherty
- Colin Kelly

Where Next?

- Group home closures
- Innovations in respite
- Family centre practice
- Community
- Natural Supports
- Family Leadership

THANK YOU

