



## Organisational Change, Recovery and Shared Decision Making

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INSPIRE, ENGAGE, DELIVER





# Recovery



# Recovery in Mental Health

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- Driven by the user movement
- A journey not a destination
- Hope, Opportunity, Agency, Control, Meaning, Purpose
- Flourishing as human beings in our own lives
- About lives not services





# Sustainable change

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## **Technical problems**

Can be resolved through the application of authoritative expertise and through the organisation's current structures, procedures and ways of doing things

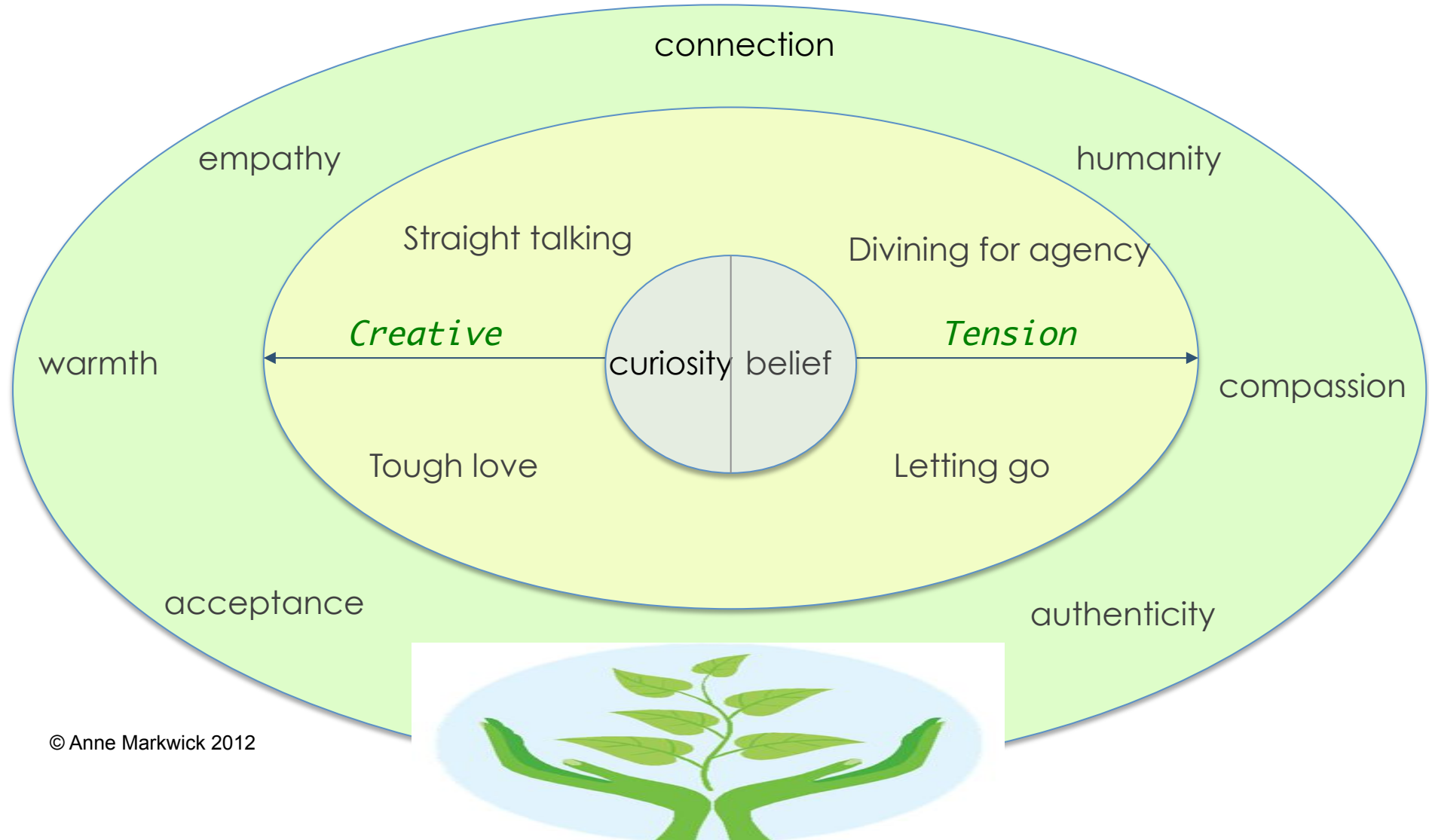
## **Adaptive challenges**

Can only be addressed through changes in people's priorities, beliefs, habits and loyalties

(Heifetz et al 2009)

Recovery orientated practice – holding the space of creative tension

# reflection in action



# Shared decision-making

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Embracing Recovery orientated practice and holding the space of creative tension means that true shared decision making is not only possible but the only way to go