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| **The transformation of health promotion services in New Zealand’s largest public health unit: Making a difference where it matters through focusing on equity, partnerships and influencing.**  |
| **Setting/problem**: In mid-2015, ARPHS’ Health Improvement team set out to transform its way of working to ensure greater outcomes for the communities it serves. The team felt there was a need for transformation due to the changing trends in health promotion practice from individual centred to upstream approaches. ARPHS wanted to take more of a leadership role in creating systems and environmental changes that support wellbeing. **Intervention:** The team reflected on best practice and used organisational leadership tools to develop a clear strategy. A vision and goals were developed which focused on actions to become more strategic, and shifting from settings based to broader environments. A whole of team approach was used, whereby all team members were engaged in the development of the vision for the entire team, as well as for each individual programme area. There was also a focus on the role of priority populations in the process. **Outcomes:** Overall, the Health Improvement team’s work is more strategic and innovative and is better able to respond to emerging challenges. From the strategic development process, Health Improvement has clear actions for actively ensuring that equity remains front and centre. There is now a greater emphasis on collaboration, influencing those inside and outside of the health sector to ensure their work contributes to better health outcomes. Strong partnerships are also being developed in a range of issue areas. Additionally, the team is on a journey to winning the hearts and minds of the public and decision makers to ensure wellbeing is at the forefront of decisions. In addition to greater population health outcomes, the team has moved from working in silos to being one inclusive team. There is a clear sense of what they want to achieve, and they know how their own work contributes to achieving the vision. This has led to a higher performing team, better staff engagement, and a positive team culture. **Implications:** The processes used to reorientate ARPHS’ health promotion programmes are applicable for organisations and services that are looking to shift towards systems and environmental working. This way of working is applicable globally as there is a need to make the best use of our resources and to make a difference where it matters. Learnings and challenges will be explored so that others can learn from their experiences.**Preferred presentation format:** Oral or poster.  |