



Commissioning Skills Training

Decommissioning Services

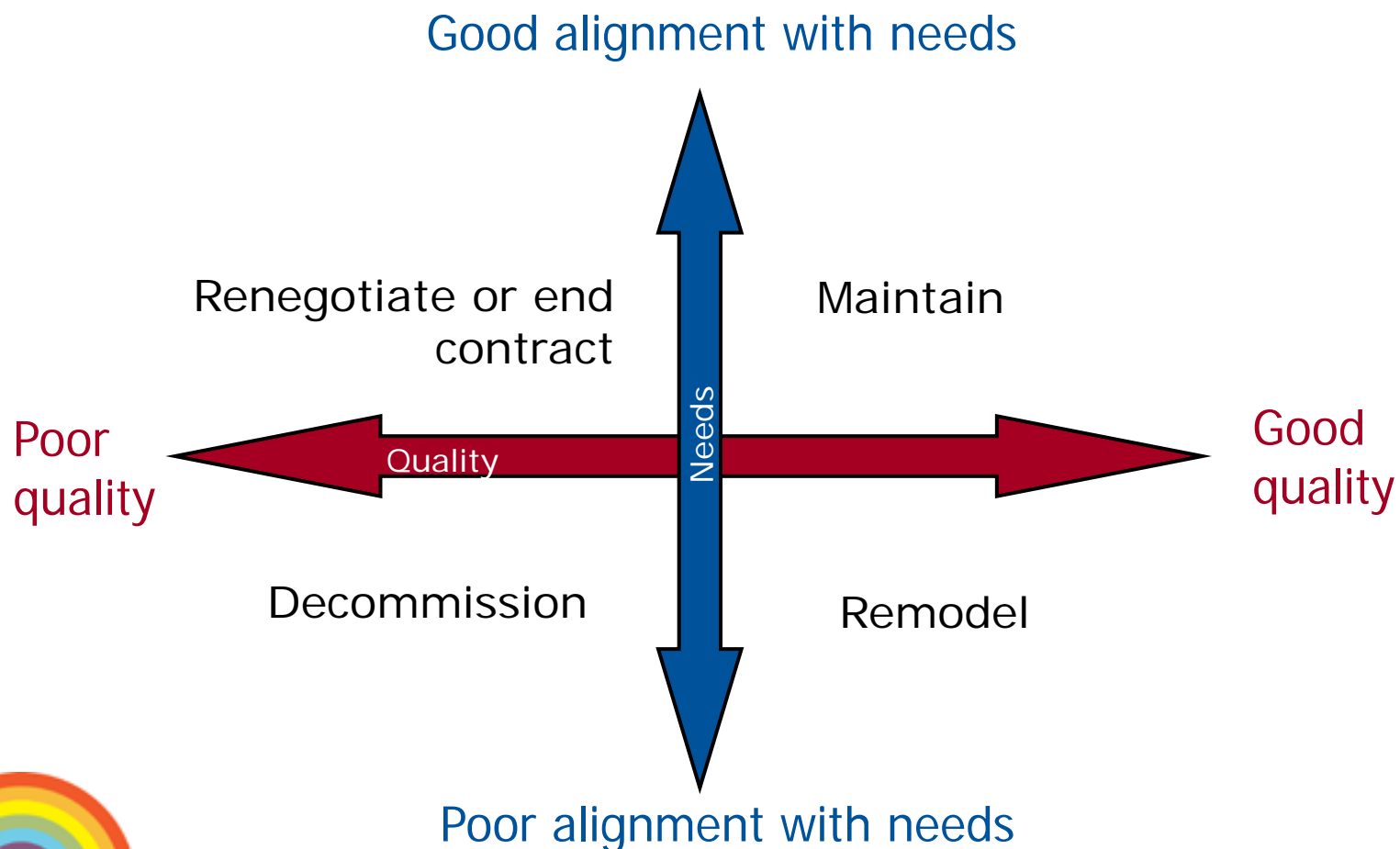
What is de-commissioning?

- De-commissioning (or disinvestment) is the process of planning and managing the elimination or reduction in services, or investment in services in line with commissioning objectives.

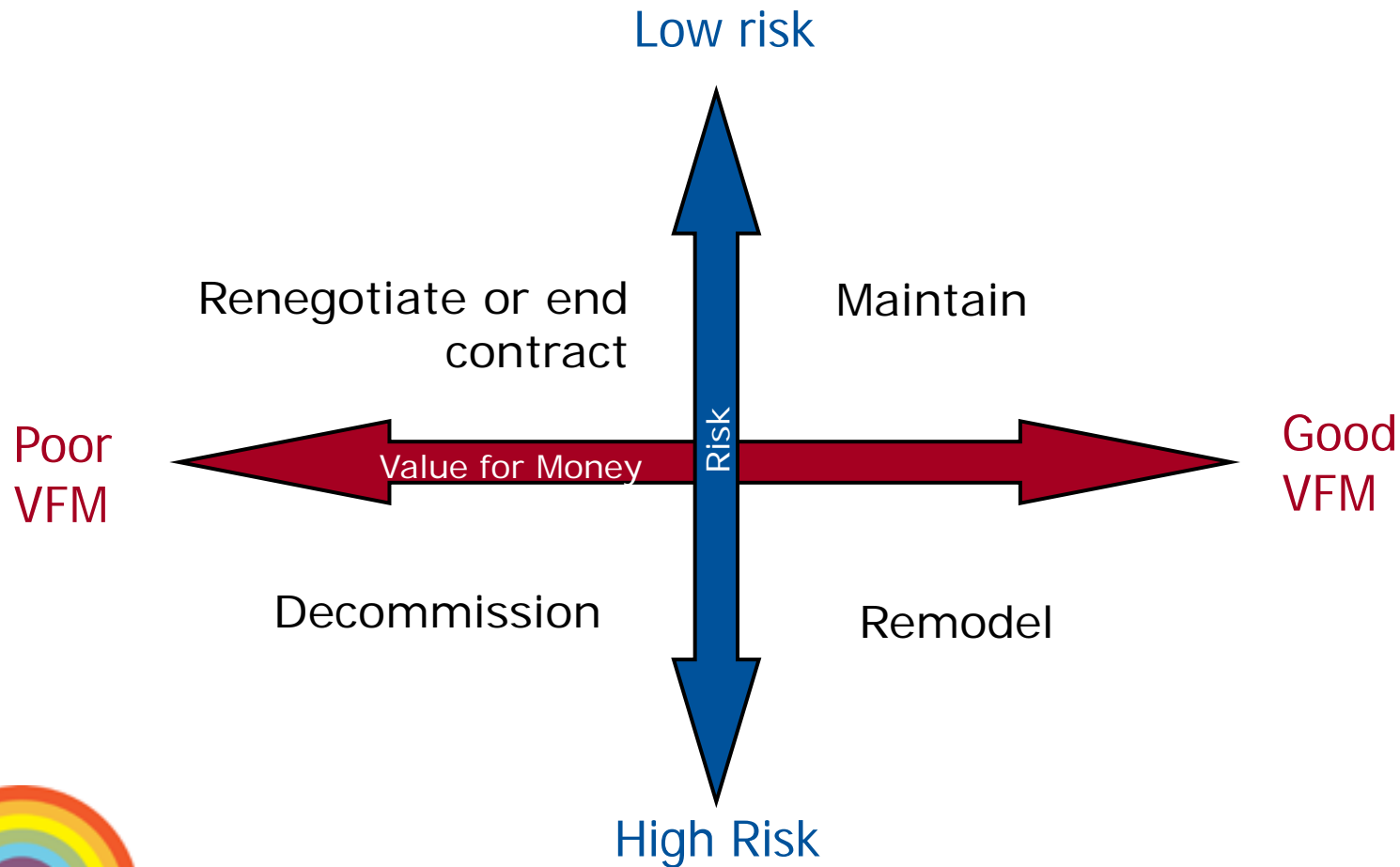
Options for change

- Disinvest or decommission
- Remodel service
- Renegotiate or end contract
- Maintain contract
- Commission new services

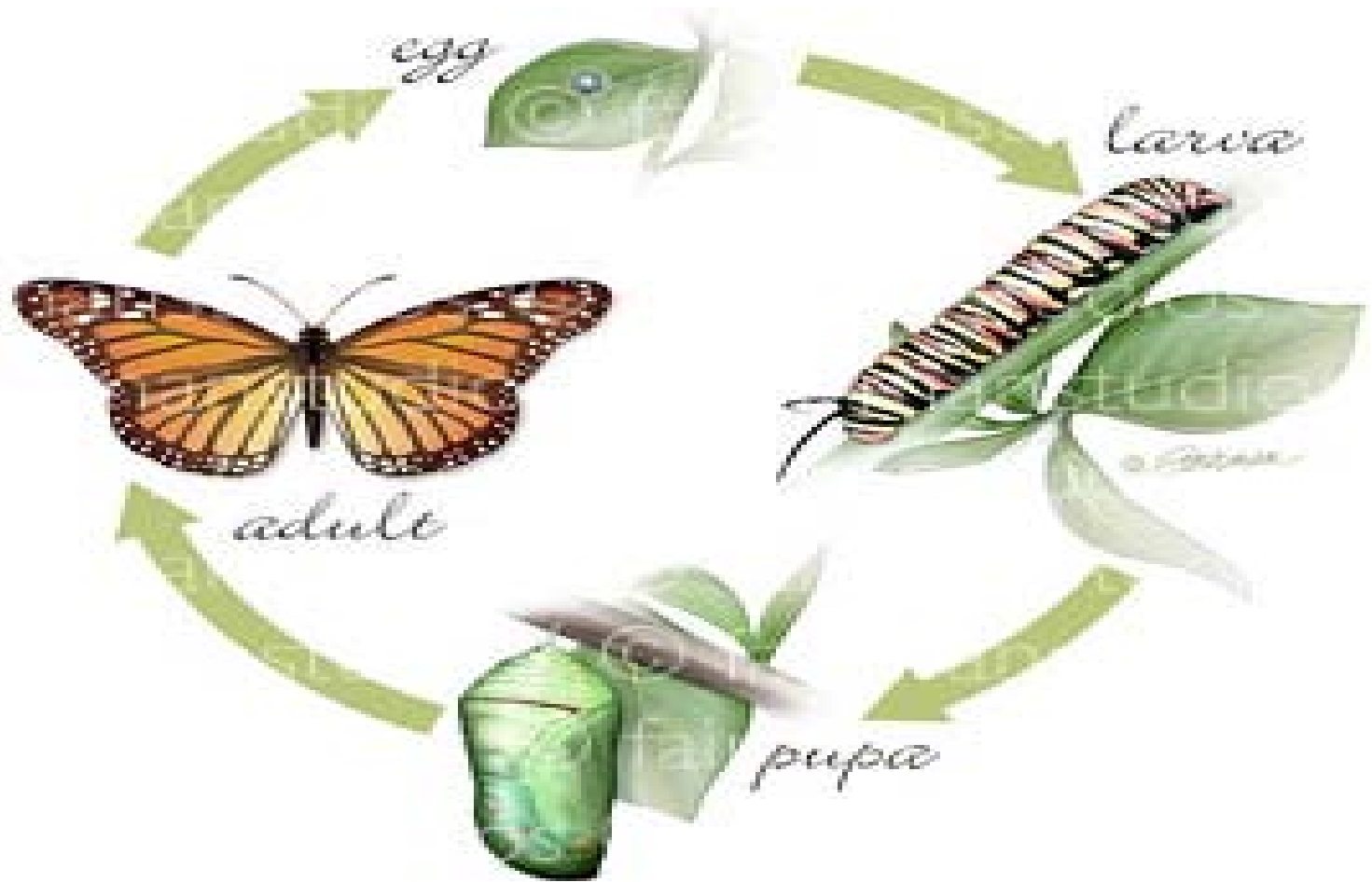
Spectrum one



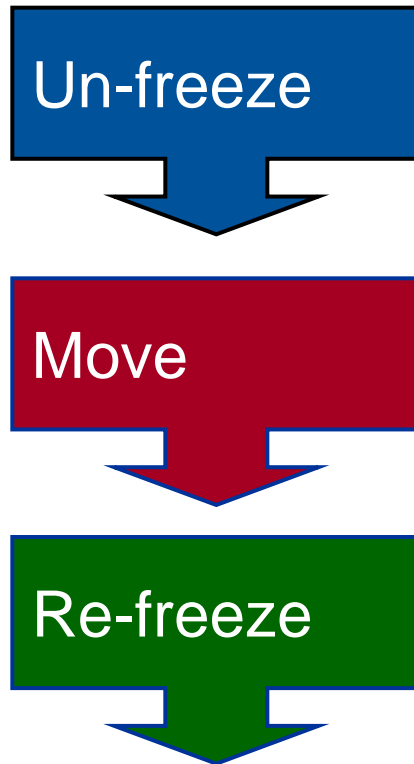
Spectrum two



Change management



Change theory in a “nutshell”



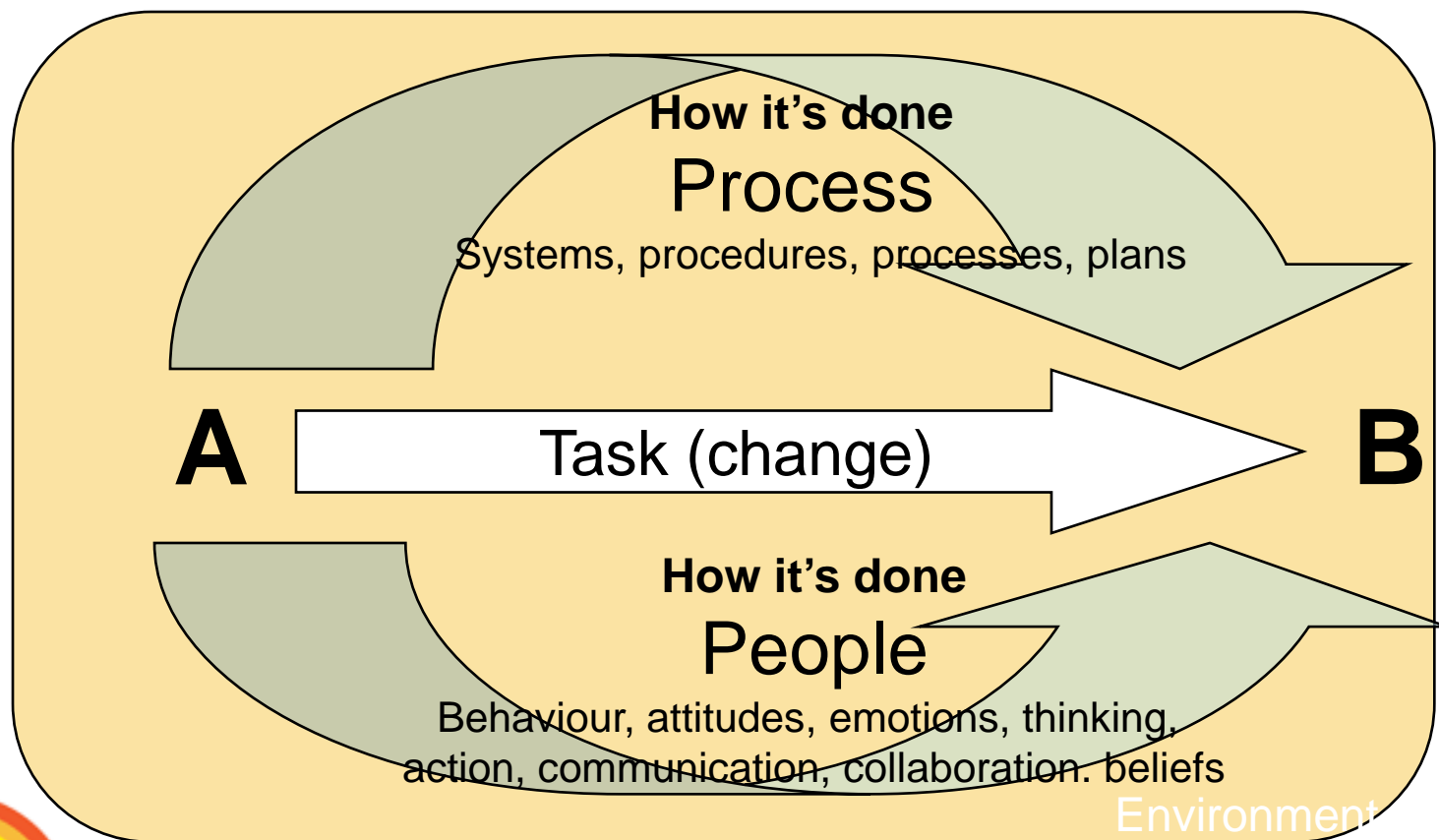
Prepare the organisation
and individuals for
change

Realise the change

Make sure that the
change becomes
“business as usual”

Kurt Lewin 1951

Task, process and people: 3 parallel paths (change burger)



Exercise

- Group 1: What strategic factors help in determining decommissioning decisions?
- Group 2: What do commissioners need to take into account when deciding to de-commission a 'specific' service?
- Group 3: What will commissioners have done before coming to a decision to de-commission a service?
- Group 4: How will commissioners have come to their decision?