

Preparing public sector leaders and employees for a new reality

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Fredericia 50.000 citizen



Fredericia Forms the Future



FREDERICIAKOMMUNE

12. november 2015



'Life Long Living'

Our vision

"A municipality with active and resourceful elderly, who through prevention, rehabilitation, technology and social networking can maintain everyday life for as long as possible."



Change of paradigm in practice

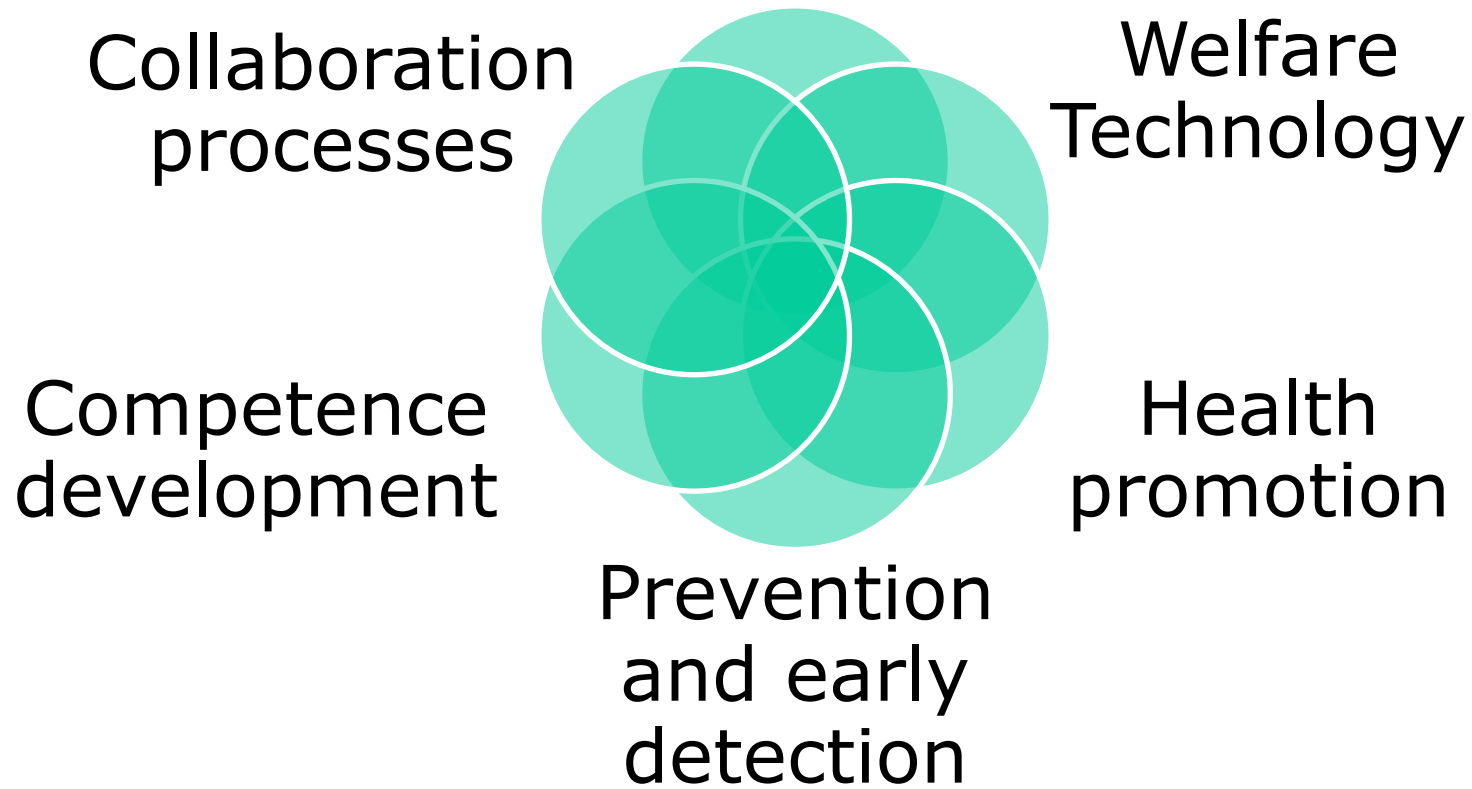


- Late to early **intervention**
- Compensation to **rehabilitation**
- Care to **prevention**
- Senior burden to senior strength



'Life Long Living'

Rehabilitation





Life Long
Living
Fredericia Modellen



Goals and results



Everyday rehabilitation - Results

Results:

- **45,5 %** become self-reliant in everyday life
- **38,9 %** need less care and assistance than previously

Succes:

- Happier and more content citizens
- Proud employees
- Economic revenue to the municipality due to a lower average expense profile



From patient to independent

Mrs Olsen is an 80-year old woman who has received care for a long time

She is diagnosed with COPD

- **Assistance in traditional system:** 290 minutes per week

(Personal care, shopping and cleaning assistance)

Can't walk without breathing apparatus

- **Assistance in new system:** 35 minutes per week

(Cleaning assistance)

Can now walk short distances without breathing apparatus

Is much more self-reliant and happy - Does her shopping, takes her bath and does some of the cleaning herself

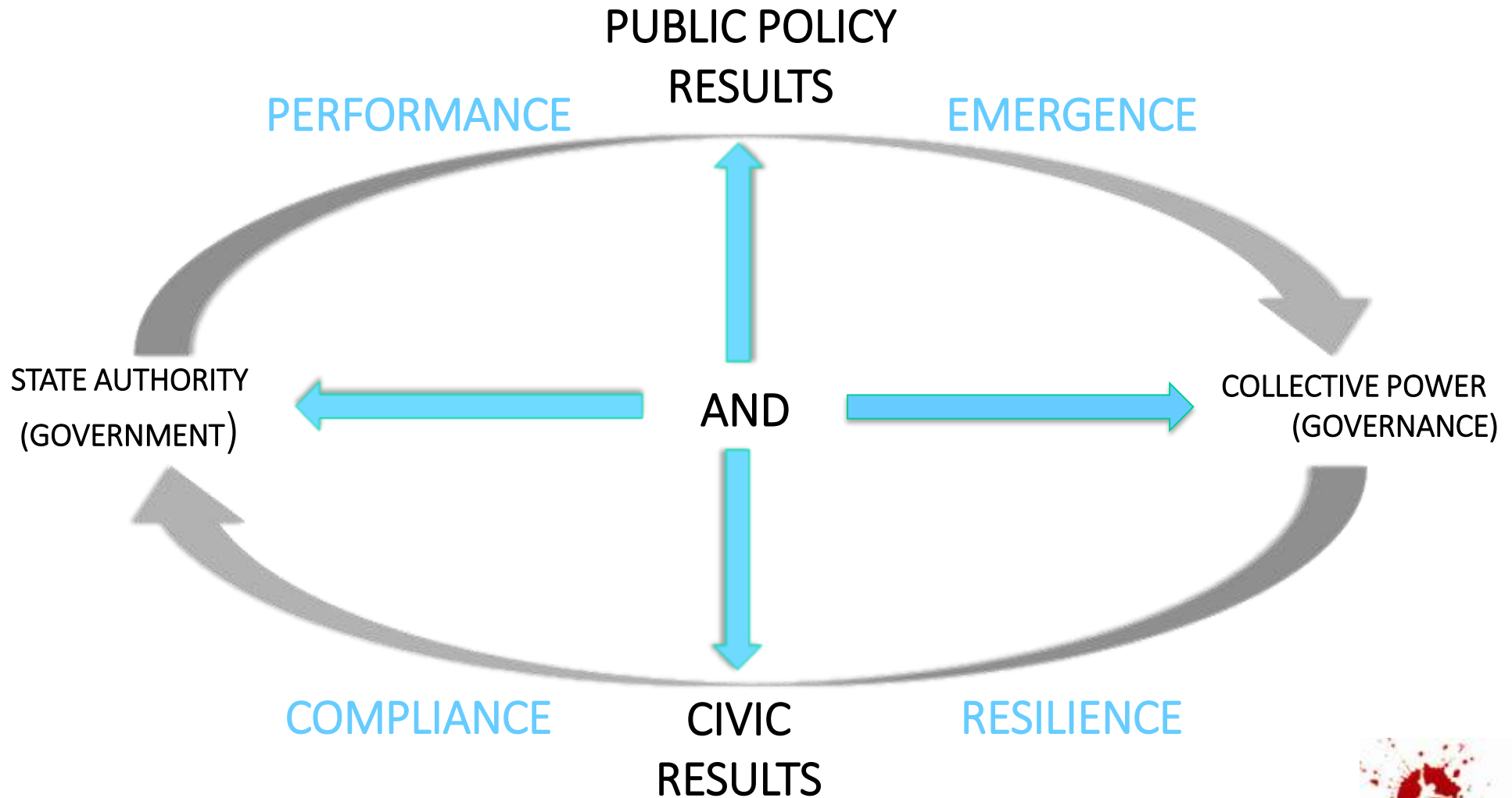
- **Difference in assistance (traditional / new system):**

255 minutes per week = 221 hours per year

Yearly savings corresponding to app. **8.500 EUR**



A New Synthesis



An example – the Police



Another example - Schools



The HR challenge

- **What are the leadership and management skills needed for leaders in the public sector in this new reality?**
- **What skills do the employees need?**
- **How do we equip and support our civil servants to engage with citizens and navigate in the various roles expected of them?**

