

# Towards a family-centric neonatology department



The neonatology department faces quite some change in the next three years. Literature shows that having a shared vision and strategy is key to successful change. Through extensive cocreation with nurses, doctors, management and care assistants, a shared vision and road towards the vision has been created for the two merging hospitals AMC and VUmc, together becoming the Amsterdam UMC. In this vision, the family is central in the care. Next to the planned change, ideas for enhancing the change have been created in three horizons. In the first three years an innovation focus lies on employee experience within changing to a new care concept, thereafter on improving parents experiences at the new center and lastly a tighter cooperation with obstetrics in two possible new roles for nurses.

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Creating a shared vision and change map for the merging neonatology departments of Amsterdam UMC

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