The More-2-Eat project enlisted five diverse Canadian hospitals in 2016 to implement INPAC (Integrated Nutrition Pathway for Acute Care) in one medical unit. Before implementation, this study was conducted to understand how hospital staff think INPAC should be implemented, as well as their thoughts about the components required to improve nutrition care processes.

**Key Findings:**

A qualitative study was conducted using focus groups (n=11) and key informant interviews (n=40) with a variety of hospital personnel. Participants included nurses, physicians, food service workers, dietitians and management.

Five main themes were identified:

*Building a reason to change:* Hospital staff need a reason to change their practice. Staff and management had to see the change as valued and important, while considering the current context and the feasibility of the change.

*Involving relevant people in the change process:* There is a need to have the right people, at the right level, at the right time, involved in the change.

*Embedding change into current practice:* To make change last, the change needs to be embedded into current practice. To promote sustainability, participants mentioned that changes should be small and start slowly.

*Accounting for climate (culture of the hospital):* The values of the organization and the health region affect the means, motivation, and opportunities for innovation. There is also a need to account for hospital policies and legislation from regulatory bodies.

*Building strong relationships within the hospital team:* The need for strong relationships was considered an underlying concept within all other themes for
change to be effective. Strong relationships were said to be built on good communication, trust, and team engagement.

**Clinical relevance:**

Hospital staff needs a reason to change nutrition care practices and a significant driver for change is the benefit the change will have for patients. Participants identified several key factors that will support successful change, including engagement of the full interdisciplinary team as being necessary for sustainable change.

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