

Working Better Together Programme

An Overview – September 2021

Programme Aim

“To develop and enable groups of people in a ‘place’, in localities, across the ICS or along a care pathway to work effectively together beyond organisational boundaries on challenges of mutual concern that can best be solved by people and organisations working together”.



Programme Objectives

Understanding of our System

- To enhance knowledge and understanding of our H&W health and care locality, place and system

Empowerment

- To empower people & groups to actively work beyond organisational boundaries to tackle local issues

Building Relationships

- To build and strengthen relationships, networks and joined up working across locality, place, sectors and system

Learning

- To provide an opportunity to collectively learn, share and spread good practice, success stories and achievements across locality, place, sectors and system

System Working Behaviours

- To develop and embed effective system working behaviours at every level across all partners who will work together to take action for the population of H&W

Key Working Principles

To develop and enable increased effective 'system working' and associated behaviours at locality, place and across Herefordshire and Worcestershire (H&W)

Local design & delivery for sustainability – programme co-produced with health and care partner organisations across sectors in H&W and to include Experts by Experience

Cohorts to be based and recruited to around a project topic aimed at improving the health and care of the people of Herefordshire & Worcestershire that maps to our strategic priorities and recovery plans

Multi-organisational, sector & professional cohort participants and projects - to include clinicians and Experts by Experience

Robust evaluation of approach to take place

Our Journey So Far



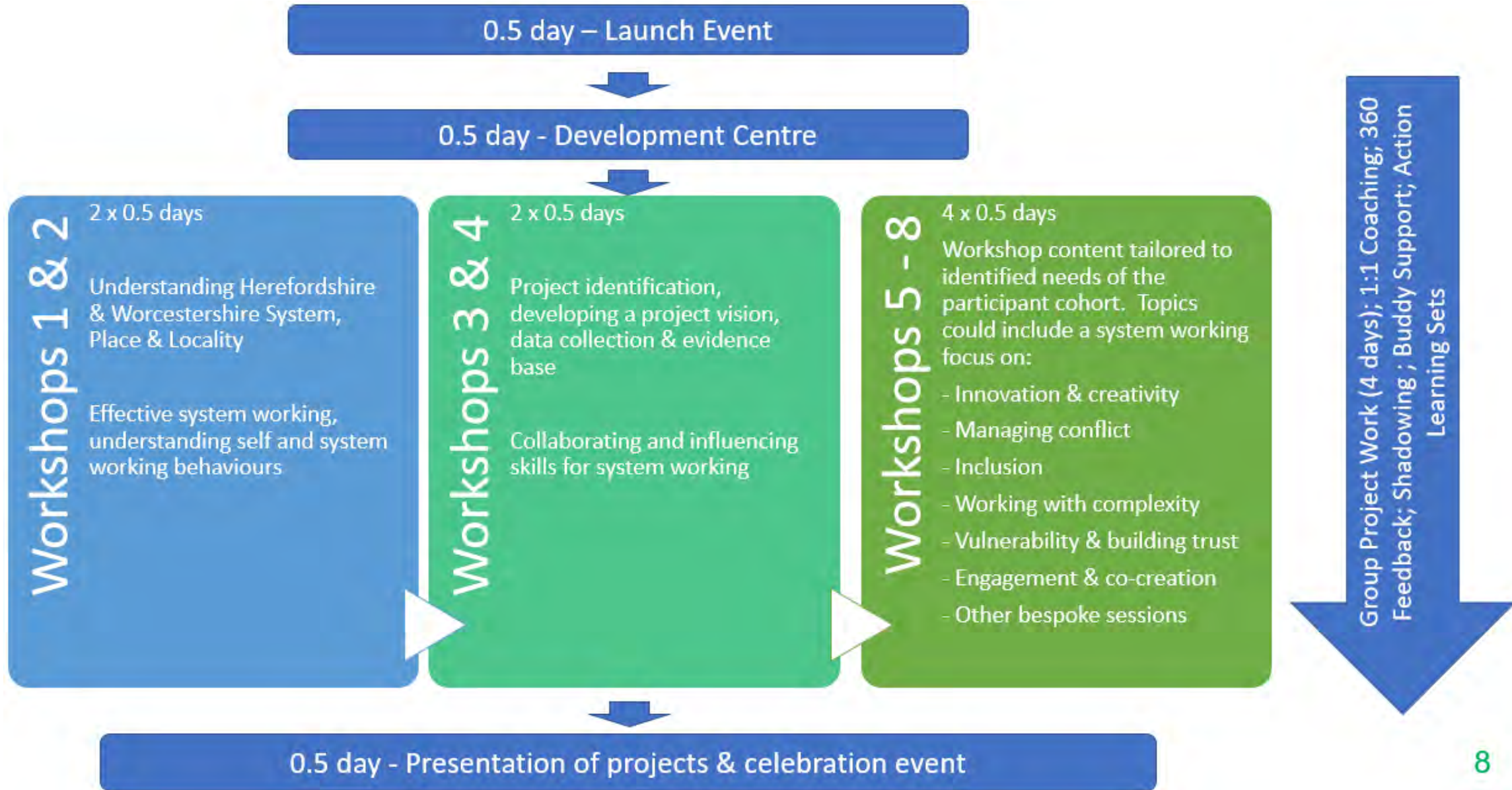
Partners involved in programme co-design



System Working Support Offers

<p>Executive/ Senior Level System Leadership Development for ICS</p> <p>(Aim – to support & facilitate senior level delivery & development of ICS required outcomes framework)</p>	<p>Working Better Together Programme</p> <p>(Aim – to support and develop people from all sectors to work effectively across organisational boundaries and deliver improvements around a project theme)</p>	<p>Leadership Framework & Suite of Development Offers</p> <p>(Aim – to offer shared leadership and management development opportunities & programmes across partner organisations within the ICS)</p>	<p>Multi Partner Team Support</p> <p>(Aim – to provide tailored OD and leadership support to multi-partner teams within H&W)</p>	<p>Collaboration to Improve Care in our Communities Programme</p> <p>(Aim – to support an integrated approach to leadership in care homes and at 'place')</p>	<p>System Working Events & Resources</p> <p>(Aim – to raise awareness & engagement around effective system working and signpost people to development & resources)</p>
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Programme Outline



Learner Outcomes

By participating in this programme you will :

Grow understanding of the System

- Gain enhanced knowledge and understanding of different aspects of health, care and wellbeing in Herefordshire & Worcestershire and how to work and lead effectively in a system

Be Empowered

- Be encouraged and empowered to actively work beyond organisational boundaries to tackle local issues

Build Relationships

- Build and strengthen relationships, networks and collaborative working across local organisations and people

Share and learn

- Be encouraged to learn, share and spread good practice, success stories and achievements more widely across the local area

Develop System Working Behaviours

- Grow, develop and practice effective system working skills and behaviours and put these into practice through tackling real issues

Golden Thread – H&W System Working Behaviours

Influencing

- We take steps to influence positively beyond organisational boundaries and focus on the common good

Connecting & Collaborating

- We recognise the importance of building relationships across a system and believe that we achieve more together

Thinking Differently

- We look for creative solutions, are flexible in our approach and are willing to try something different

Development Centre Approach

- Series of observed group activities for cohort participants
- Based around H&W System Working Behaviours
- Tailored individual feedback on demonstration of system working behaviours:
 - Strengths
 - Areas for development
- Observations to help inform bespoke content for Workshops 5-8

Key Programme Cohort Information

- ✓ 30 people in total to take part in the initial programme cohort
- ✓ Made up of:
 - 3 project topic groups
 - 10 people in each project topic group
- ✓ Programme cohort to last 6 months
- ✓ Workshops, additional development and project work to be spread across this 6 months with each project topic group
- ✓ New programme cohorts to commence following evaluation of initial programme cohort, to identify any required adjustments and inform a decision

Process

Advertise

- Implement the WBT programme's marketing & promotion plan, inc. extensive individual, forum, working group, service and organisation stakeholder mapping across 'system', 'place and localities
- Provision of detailed information about the WBT programme offer and project topic/participant criteria
- Seek expressions of interest (EOI's) for 'system working' project topics from multi-partner/sector groups & individuals interested in the Working Better Together (WBT) programme

Express Interest

- Interested groups/ individuals to submit written Expressions of Interest to be able to 'system work' on determined project topic for the WBT Programme which meets the project topic criteria
- 10 participants identified per proposed project topic group who meet participant criteria
- Shortlisting of EOI's to take place by a multi-partner / sector panel
- Project topic groups/individuals not shortlisted to be signposted to take part in further WBT cohorts and/or other development opportunities and support offers

Selection

- Shortlisted groups /project topics to be invited to present their proposed project topic for consideration to a panel comprising reps from across sectors and organisations
- Panel selects group/project topics to take part in the WBT programme, based on project criteria
- Group/project topics not selected to be signposted to other opportunities

Project Topic Criteria

- ✓ Clear about improving the health and care of people in Herefordshire and/or Worcestershire
- ✓ Requires effective system working beyond organisational boundaries to explore and solve
- ✓ Based around a locality, 'place', care pathway or ICS-wide healthcare issue
- ✓ Connects to existing strategic priorities within the ICS, 'place' or locality
- ✓ Relevant across sectors and partners
- ✓ Programme participants for each project topic group to be from across multi-sectors and multi-partners (see participant criteria)
- ✓ Does not already have a solution or could not best be supported by an alternative support offer
- ✓ Clear commitment and desire to make a difference and to share learning across partners
- ✓ Senior level sponsorship in place

Programme Cohort Example*

EXAMPLE – Programme Cohort 1 (Dec 2021 – Jun 2022)			
Example Project Topics	Early onset Dementia	Positive Ageing	Loneliness
Area	Herefordshire & Worcestershire wide	Herefordshire	Redditch
Participants	10 participants from across multiple organisations / sectors with an interest in tackling Early onset Dementia in Herefordshire & Worcestershire	10 participants from across multiple organisations / sectors with an interest in tackling Positive ageing in Herefordshire	10 participants from across multiple organisations / sectors with an interest in tackling Loneliness in Redditch

*Project Group Topics need to reflect addressing any of Herefordshire & Worcestershire’s key strategic priorities

Key Priorities

Herefordshire & Worcestershire Recovery Programme																																									
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Cross-cutting	Digital	Enhanced Health in Care Homes, Digital First Primary Care, Global Digital Exemplar Programme, Digital Innovation Programme, NHS 111 First, Virtual Outpatients, Population Health Management, Supporting People @ Home programme																																							
	Addressing inequalities	Vaccination Inequalities Programme, Addressing Inequalities caused by Covid-19, Digital Inclusion programme incl digital skills, connectivity & accessibility																																							
	Workforce	National programmes: Bring Back Staff, Staff Recovery and Restoration, Staff Retention, Staff Health and Wellbeing, Equality Diversity and Inclusion Local: Local People Plan delivery including Workforce Transformation, Great Place to Work and OD, Culture and Leadership																																							
	Prevention	Prevention focus across clinical programmes, focus on obesity, smoking and alcohol, role of anchor organisations																																							
	Personalised care	Prepared patient campaign across settings, development of co-produced strategy, maximising digital opportunities e.g. care and support planning and patient portal, embedding within work programmes, social prescribing in secondary care																																							

Participant Criteria

Participants to:

- ✓ Work within a health and care related organisation in Herefordshire and Worcestershire
- ✓ Have a demonstrable and relevant interest in the project topic
- ✓ Demonstrate a willingness to learn about, develop and work differently beyond organisational boundaries to explore and solve a challenge
- ✓ Confirm availability for all programme dates
- ✓ Commit to actively participating in project work and other programme elements (e.g. coaching, evaluation etc)
- ✓ Show a clear commitment and desire to make a difference and to share learning across partners

Project topic groups to:

- ✓ Include both clinicians and experts by experience in each project topic group
- ✓ Include members in each project group from across sectors (NHS, local authority and community/voluntary sector as a minimum) and multiple organisations (maximum of 2 people from one organisation)

Panel Members

- Panel members to consider Expression of Interest to:
 - Include balanced representation from both Herefordshire and Worcestershire
 - Be drawn from a mixture of sectors and organisations (NHS, Local Authority, community & voluntary sector etc)
 - Include experts by experience and a mixture of professions, clinical/non-clinical and levels (including a Strategic Senior Lead) and some members of the WBT Co-design group
 - Have equal voice within the panel

Cohort 1 – Dates



Next Steps	Indicative Timeframe
Provider presentations to take place for external providers to support the co-design/delivery and evaluation of the programme	Aug /Sept 2021
Work with providers to further develop the programme and evaluation	Aug – Oct 2021
Promotional materials (including videos with a range of key stakeholders) for the programme to be developed	Aug – Sept 2021
Advertising of Programme through various channels	Sept/Oct 2021
Expressions of Interest for Project Topics to be sought from across H&W	By 28 th Oct 2021
Virtual panel to shortlist written expressions of interest received	Early Nov 2021
Presentation of potential project topics to panel to decide upon successful project topic groups for Programme Cohort 1	Mid Nov 2021
Programme Cohort 1 commence	6 Dec 2021
Regular engagement & communication with stakeholders	Ongoing throughout

Contact details

- For further details or any questions, please contact:
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- Kim Sales (ICS Academy Director) - 07917 368425