



Organisational Development

Putting Theory into Practice

A guide to using Space to Think

The Space to Think cards have been created to support you to make workforce changes to deliver better quality care for patients.

We know how hard it is to find time and space to think about how to make changes and that some of those changes are challenging and difficult to even start to think about. So we've put together these cards for you to use as a toolkit to explore your ideas.



The cards are designed to be used flexibly – you don't have to answer all the questions in one go and you can add to your answers any time you like. There are no right or wrong answers – they have been designed for you to use to stimulate your thoughts and ideas and help you think brighter about your workforce.

You can use these cards to help you think about the problem by yourself or with teams. You can use them if all you have is a couple of minutes or in longer sessions with your teams.

Instructions

We've split the cards into five sections. Each represents a different theme. You can do one theme at a time or shuffle the pack then pick a card at random – it's entirely up to you. We recommend that you focus on the future cards first, because developing a clear vision of where you want to go is an essential element in both planning the route to get you there and persuading others that the future is somewhere they want to be as well. The five themes are...

Space to plan the future

Use your imagination and think about your ideal workforce situation, a time when the problem you are trying to deal with has been solved successfully. You might want to put a time frame on this – is this a change you need to make in the next six months or the next two years? Put yourself in that time and really imagine you are there and answer the questions based on how you would like things to be. Be realistic but also be creative. This section should be fun – you are giving yourself the freedom to imagine how you want the workforce to be in a service which is providing better care to patients.



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Space to explore the issue

Think about where you are now, what is your workplace like, what are you trying to change or do differently? Answer all the questions about the present, a clear picture of where you are now is key to planning how to move forward. Be conscious of challenging your views and assumptions. Do you really know what things are like now and what people think of the current situation?

Space to plan the path to get there

Think about how you are going to move from present situation to future situation. How are you going to get there: what plans do you need to make? This section is key. It will form the basis of your action plan.

Space to explore your own reactions

These cards are for you to think about how you could have an impact on any change you wish to implement; a space for you to consider how you can affect change personally. This is about you exploring yourself and being aware of the impact you might have on any change. It is useful if you are a key part of the change.

Space to think about challenges and opportunities

A series of tricky questions to help you think about ways you can overcome any obstacles. Each theme has a series of questions for you to answer. Some are quotes or pictures, some are just on their own. You can write your ideas or thoughts down or simply use the cards to encourage discussion within your teams.

Think brighter about workforce change

We hope that these cards will give you time and inspiration to start to answer some of those questions about workforce change and enable you to come up with ideas to solve any issues you are currently facing. It's just like having your own personal coach in your pocket that can help you to think about where you want to be in the future and design a way to get there.