Through a lens (a little less) darkly: a story of a line, some triangles, trust and a spider.

or
Through a lens (a little less) darkly: a story of a line, some triangles, trust and a spider.

or

Aligning the People and Organisational Development Agenda
Aims for this session

• Describe the development of CWP’s Triangles of Alignment model
• Provide some examples of how it is being used to deliver tangible outcomes
• Provide an opportunity to think through your issues and take informed action
Before we start (health warning):

• It’s emergent thinking
• All models are wrong but some are useful
• Theoretical pragmatism - It’s about taking informed action
So many lenses!!!!
Now What? (Act)

So What? (Understand)

What? (Notice)

Adaptive Capacity
# Shifting the System

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Standards

Delivery

Demand

Capability

Capacity

Confidence

Competence
Behaviours

Knowledge

Skills

Competence

Capacity

Confidence

Capability

Standards

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Behaviours
Confidence
Competence
Capacity

Integrated Resourcing Team
Revised Recruitment Processes
People Planning Group
Ward Deep Dives
Agency Review
Possible Uses:

• New Models of Care
• Operational Planning
• Workforce Planning
• Performance Management
• Team Intervention
• Supervision
• Appraisals
• Coaching
Could this work for you?
Any questions?