



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

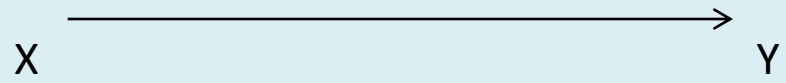
- Describe the development of CWP's Triangles of Alignment model
- Provide some examples of how it is being used to deliver tangible outcomes
- Provide an opportunity to think through your issues and take informed action

Before we start (health warning):

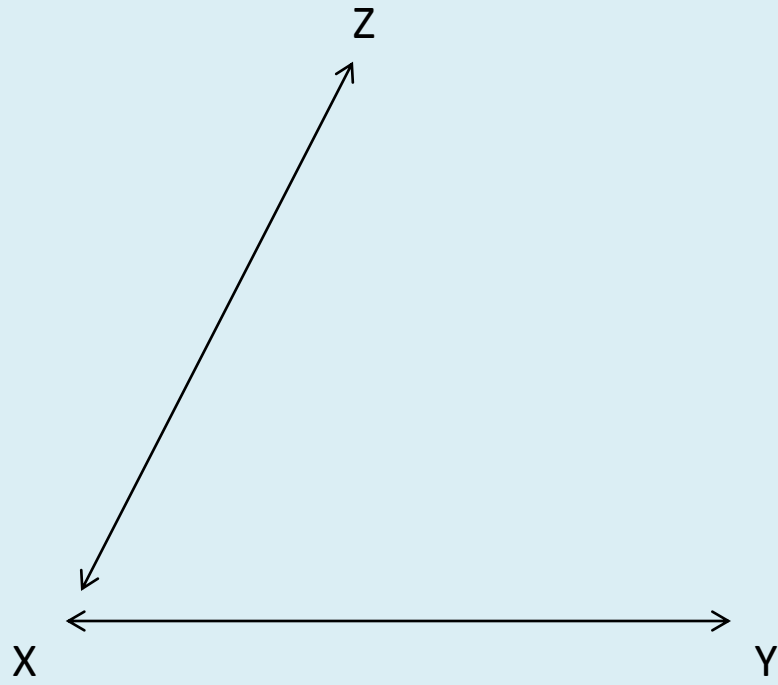
- It's emergent thinking
- All models are wrong but some are useful
- Theoretical pragmatism - It's about taking informed action

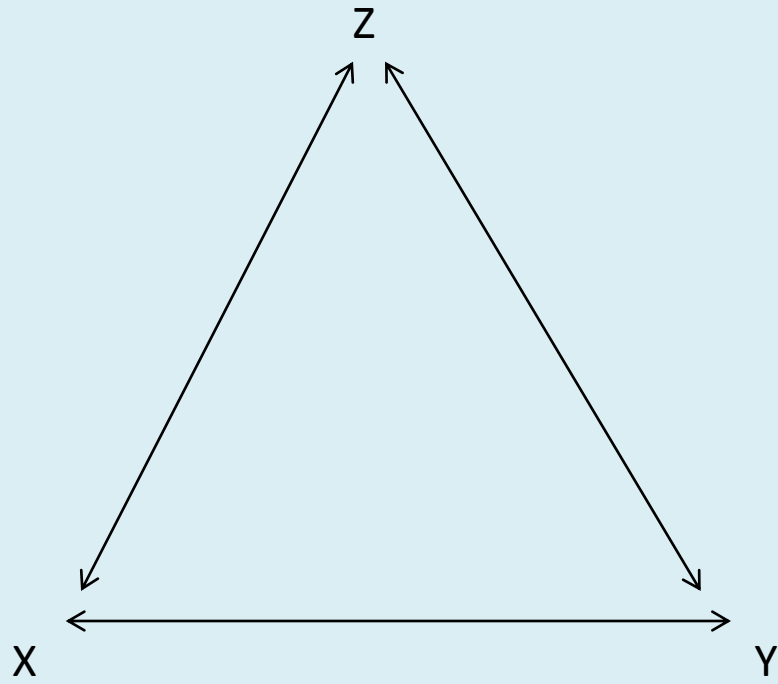
X

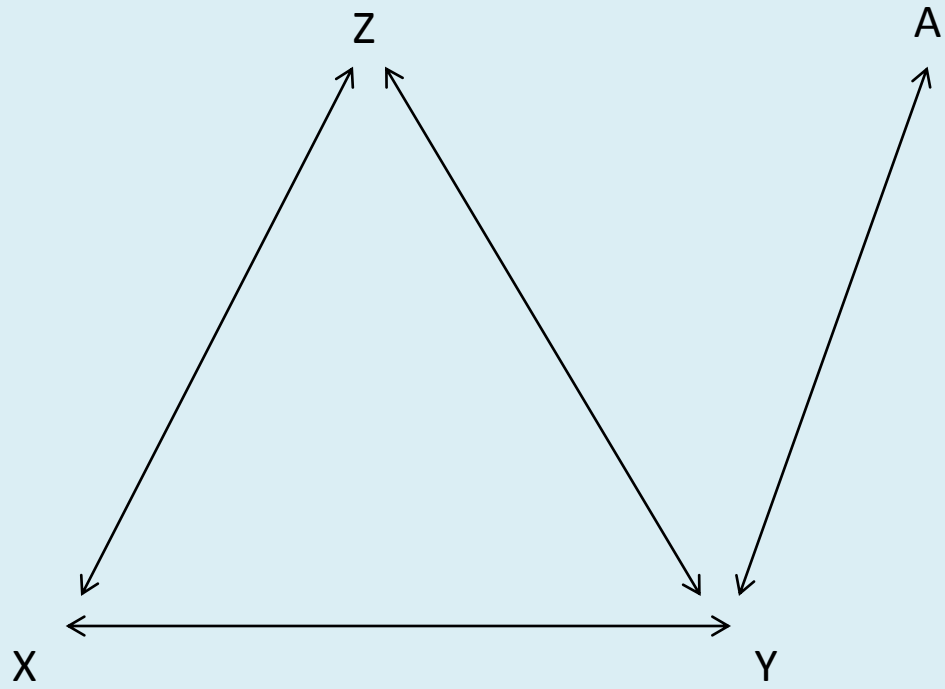
Y

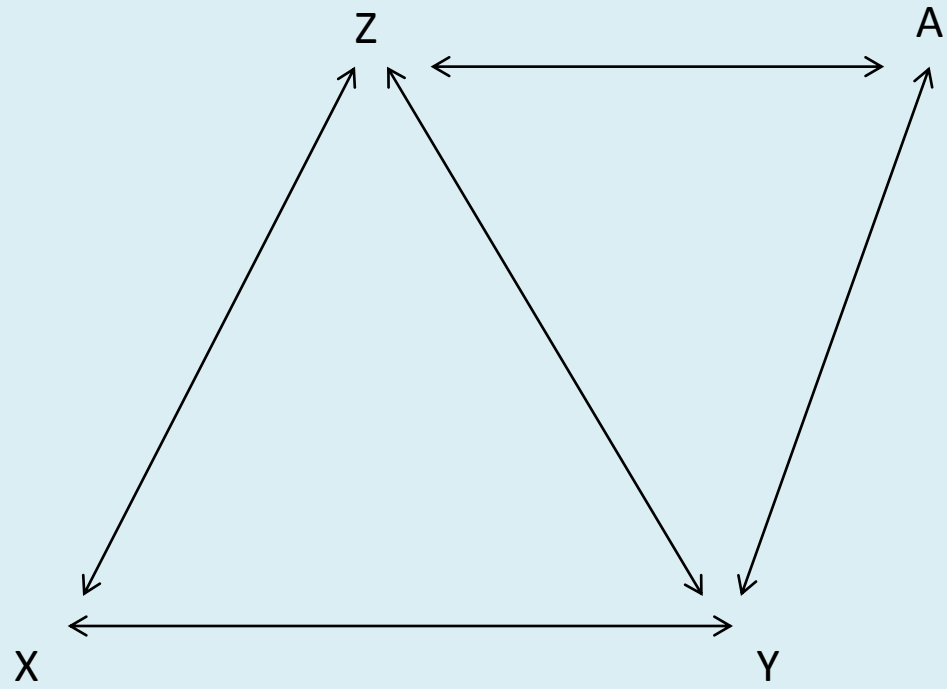


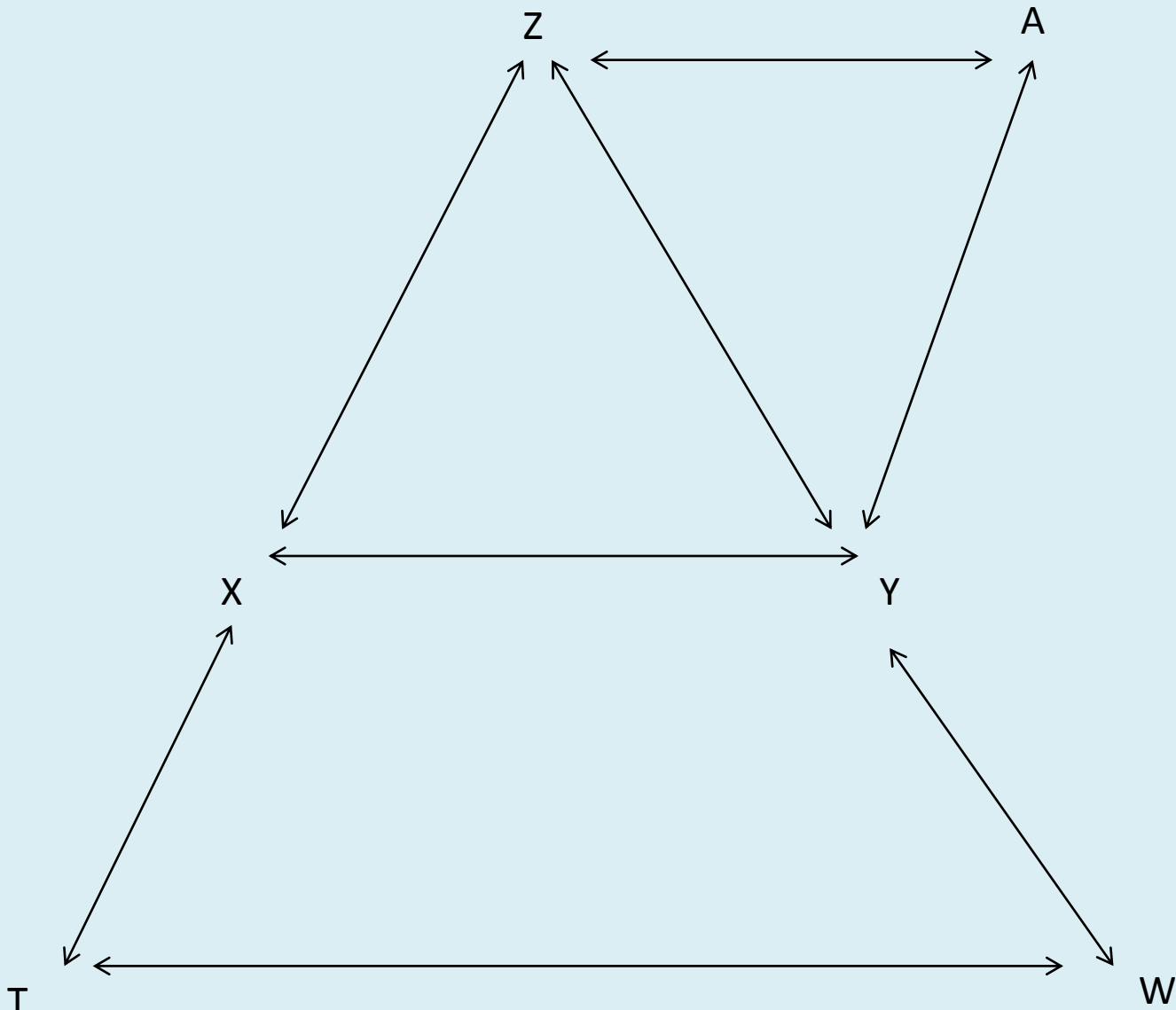


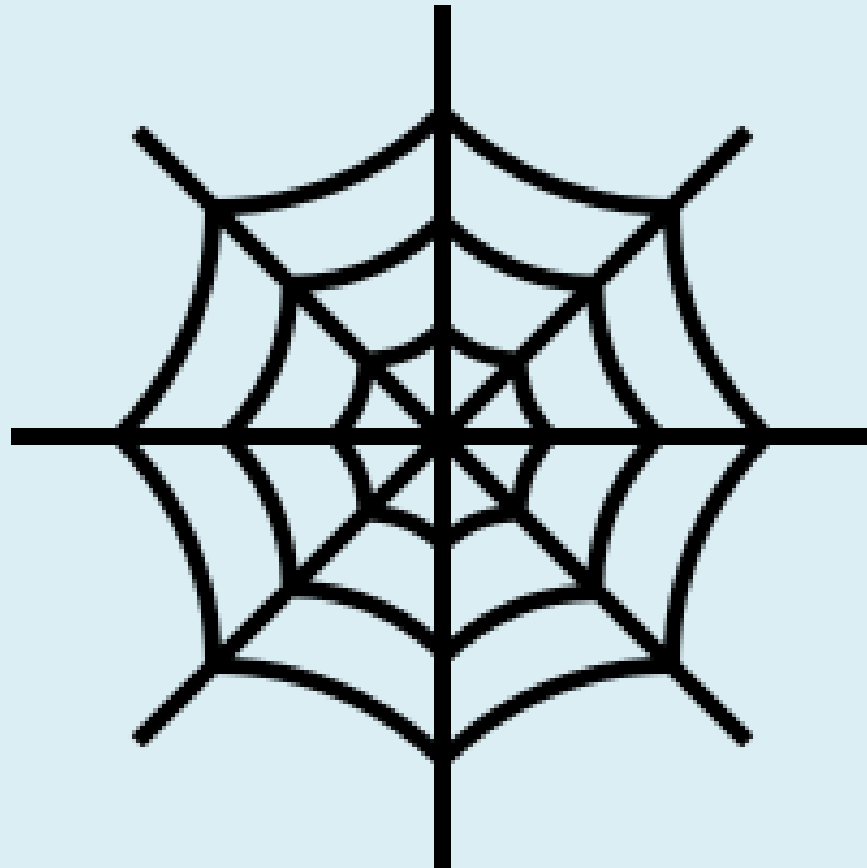
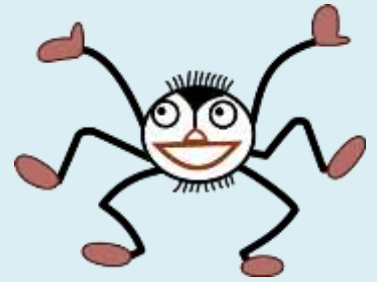




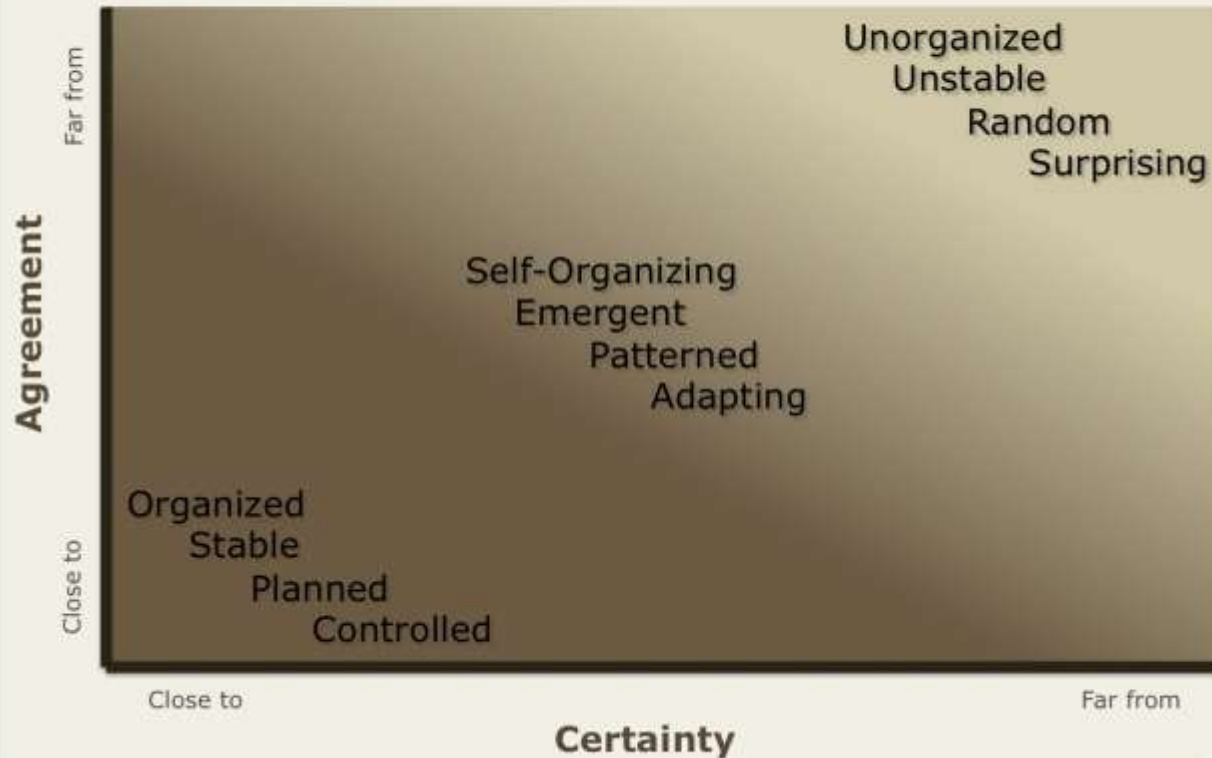


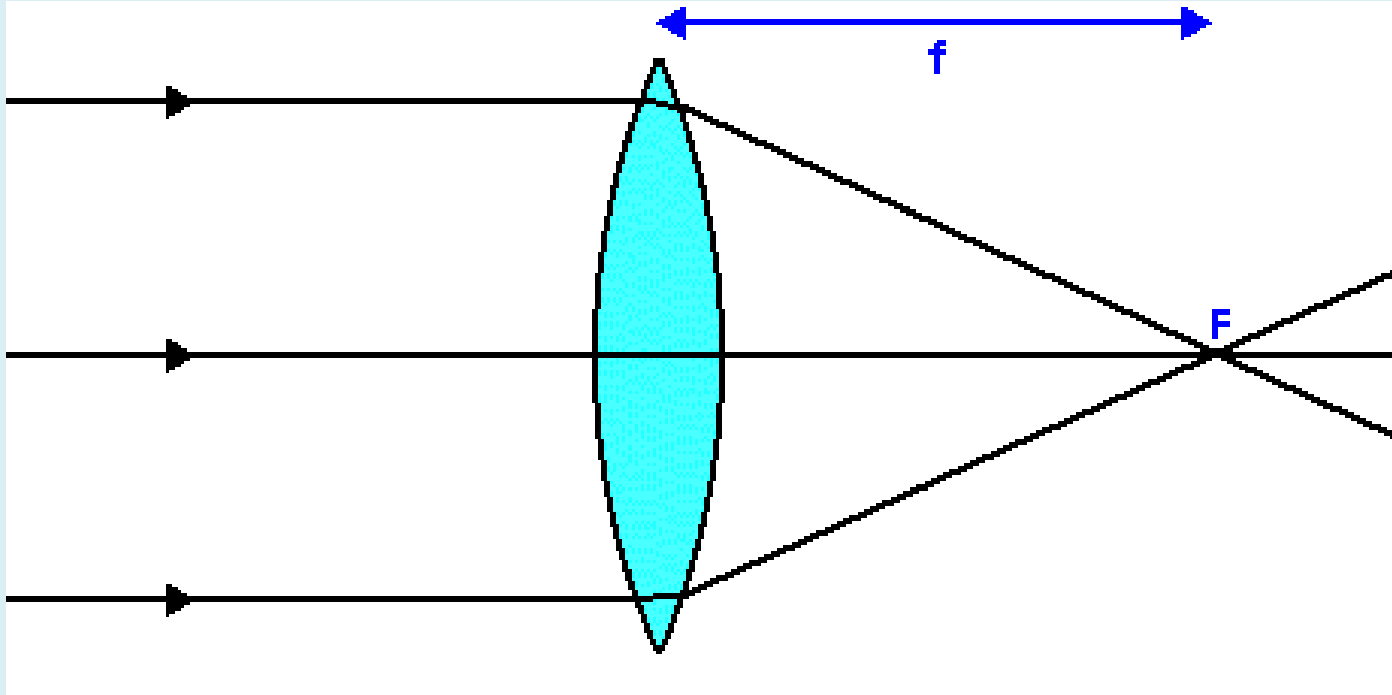


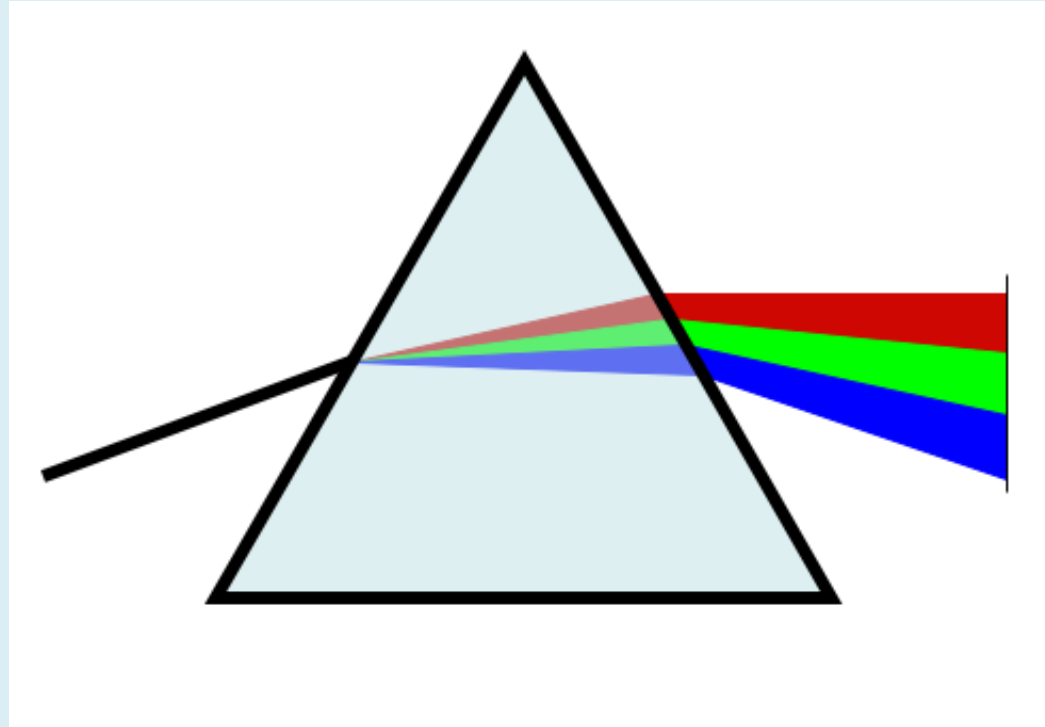




Landscape Diagram

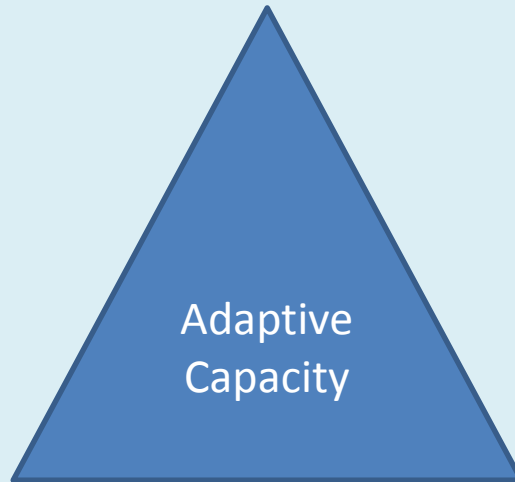






So many lenses!!!!

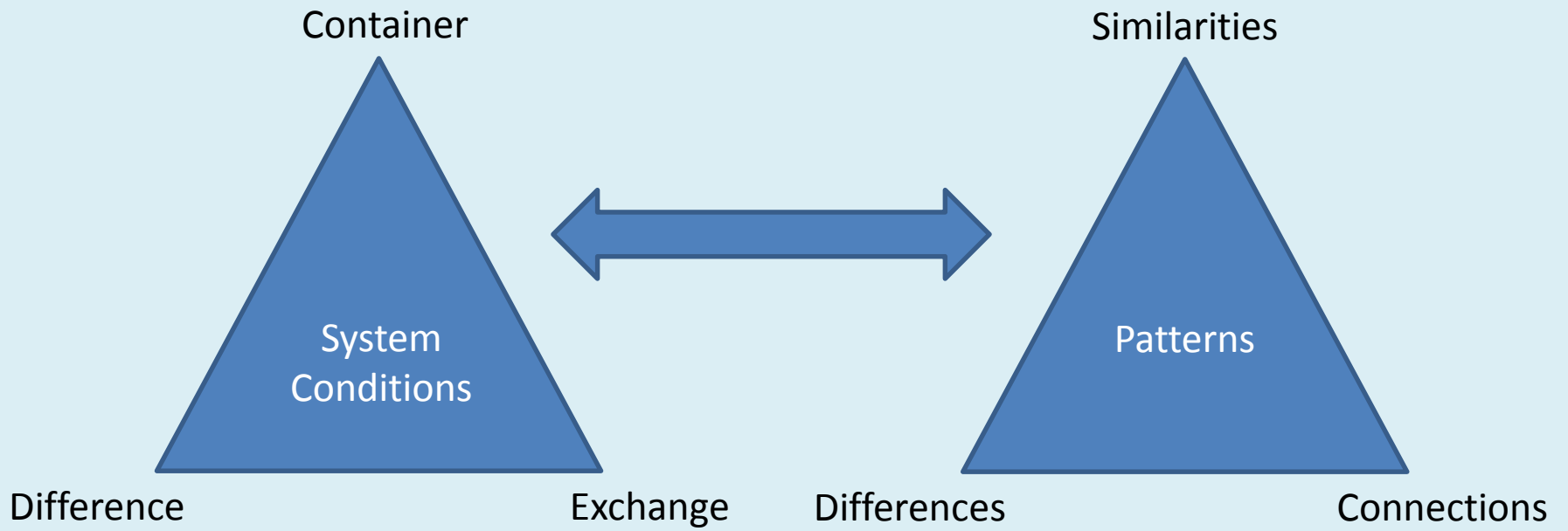
What? (Notice)



Adaptive
Capacity

Now What? (Act)

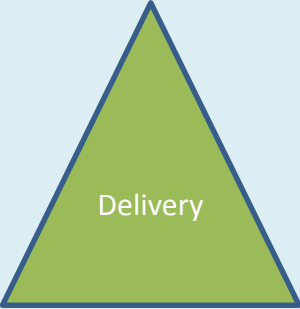
So What? (Understand)



Shifting the System

Pattern	Container	Differences	Exchanges
Sick Absence	Team	Avge Age	Appraisals
		Banding	Supervision
		Role	Staff Survey....
		Gender	
		Profession	
		Service length	

Standards



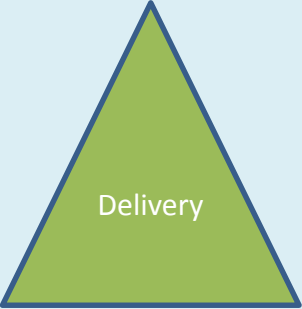
Delivery

Demand

Capability



Standards

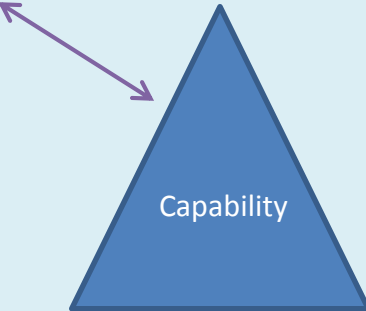


Delivery

Demand

Capability

Capacity



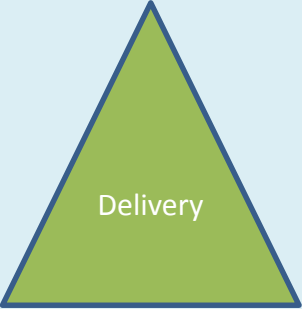
Capability

Confidence

Competence



Standards

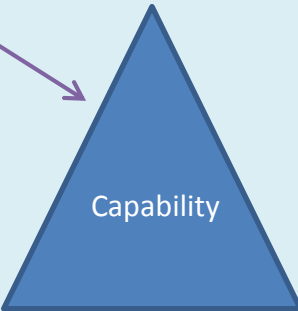


Delivery

Demand

Capability

Capacity

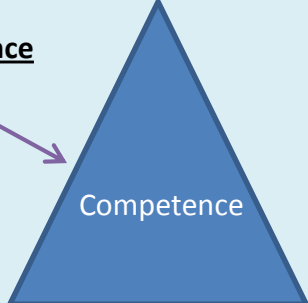


Capability

Confidence

Competence

Knowledge



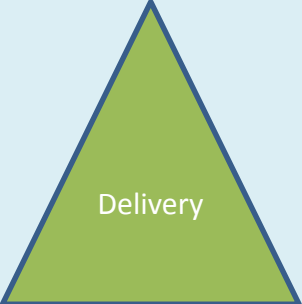
Competence

Skills

Behaviours



Standards

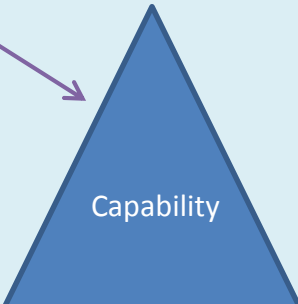


Delivery

Demand

Capability

Capacity

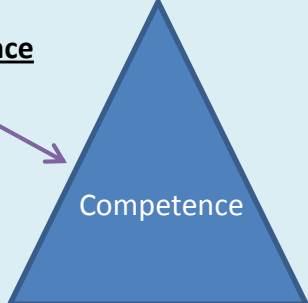


Capability

Confidence

Competence

Knowledge

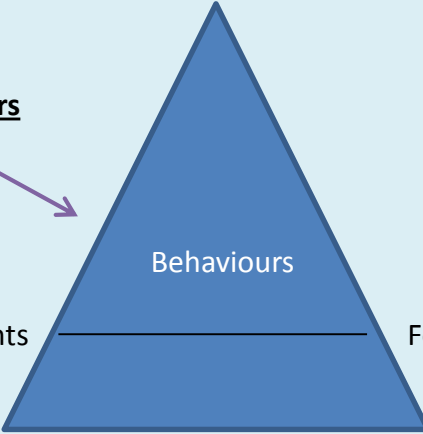


Competence

Skills

Behaviours

Health

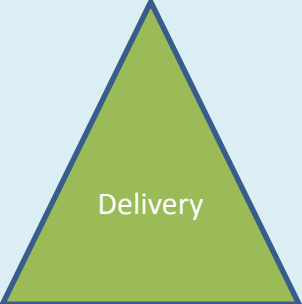


Behaviours

Thoughts

Feelings

Standards

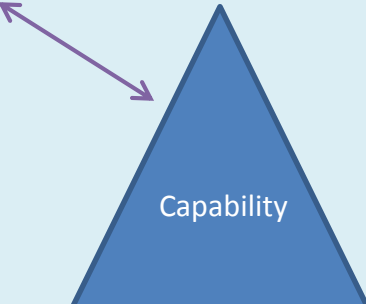


Delivery

Demand

Capability

Capacity

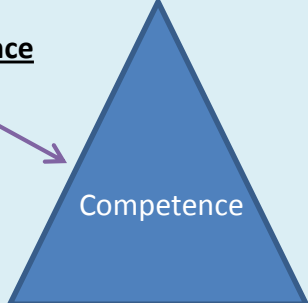


Capability

Confidence

Competence

Knowledge

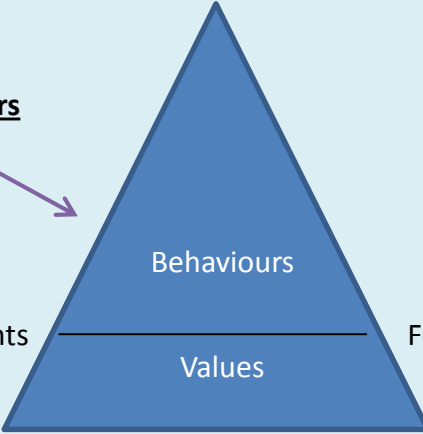


Competence

Skills

Behaviours

Health

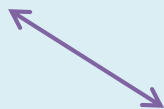


Behaviours

Values

Thoughts

Feelings



Standards

Loyalty

Delivery

Trust

Demand

Capability

Capacity

Capability

Clarity

Capability

Knowledge

Confidence

Competence

Competence

Health

Skills

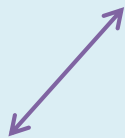
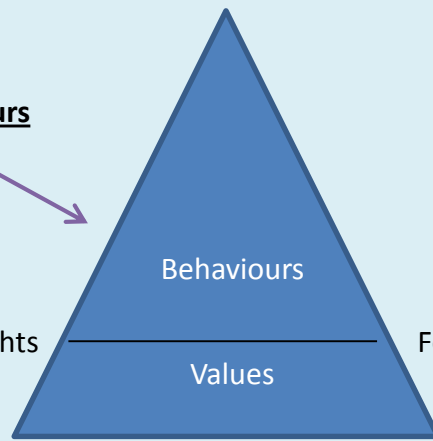
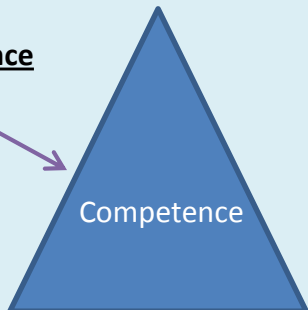
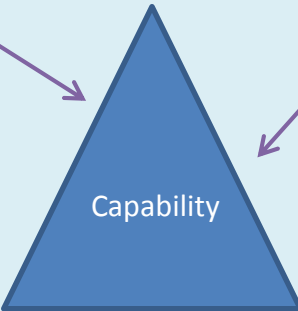
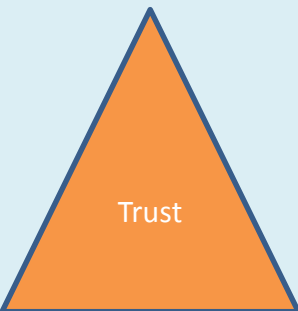
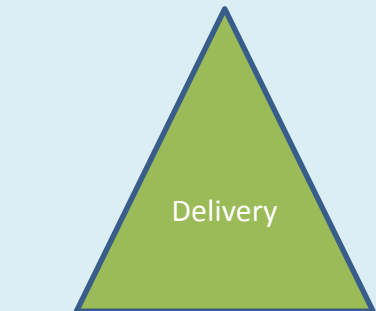
Behaviours

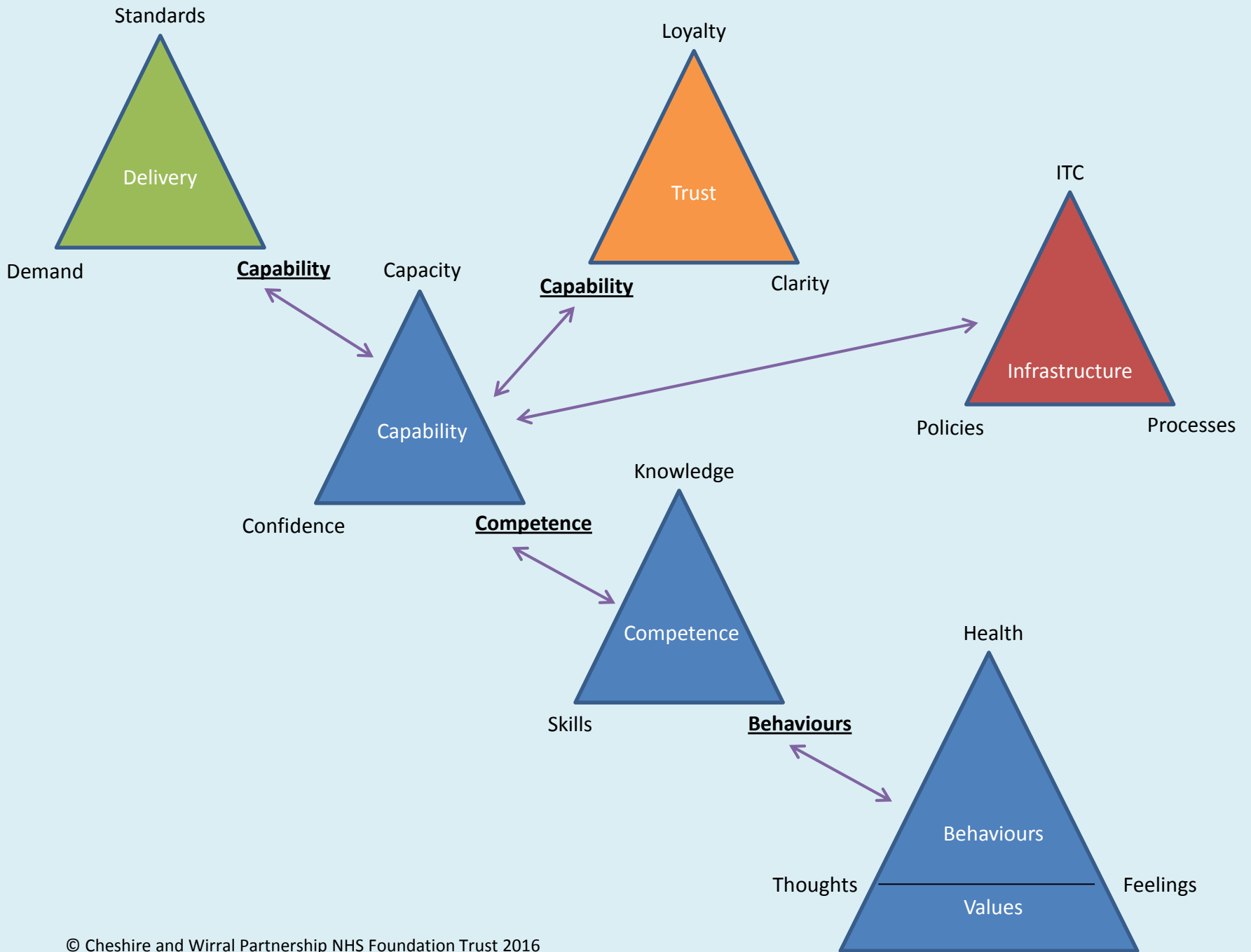
Behaviours

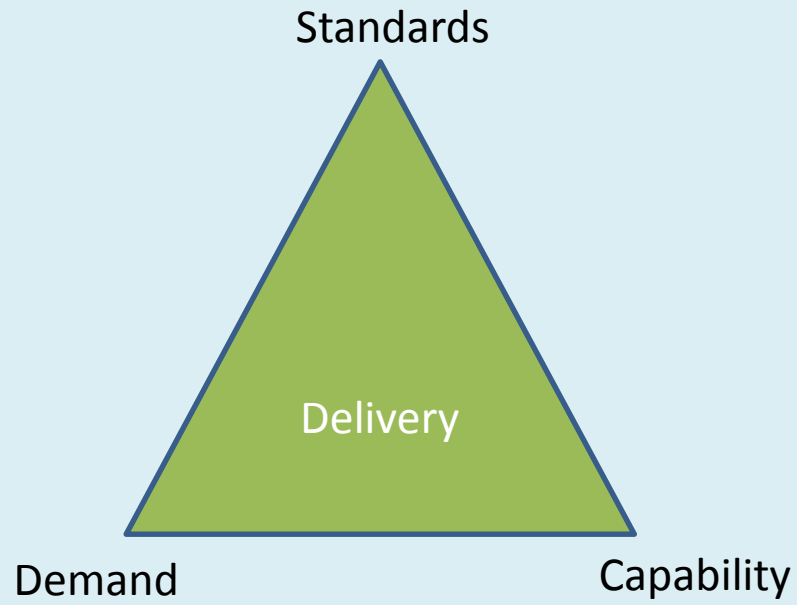
Thoughts

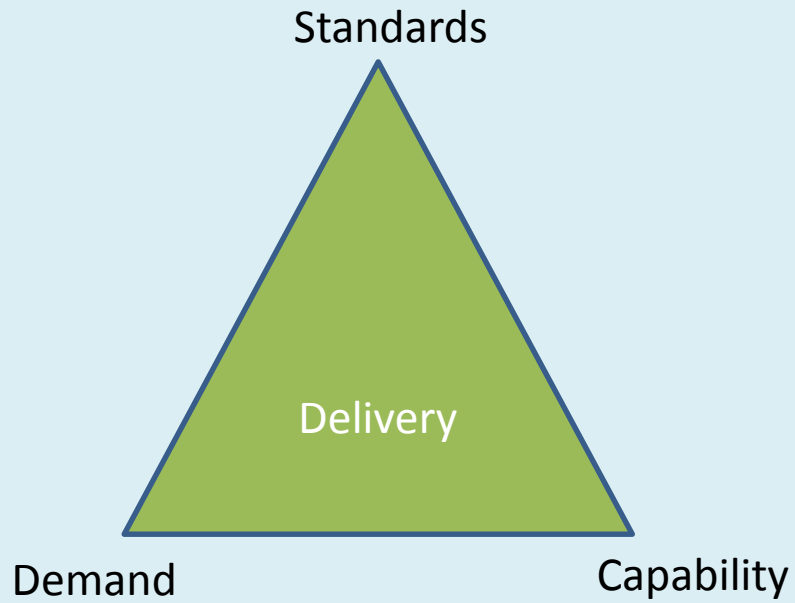
Values

Feelings









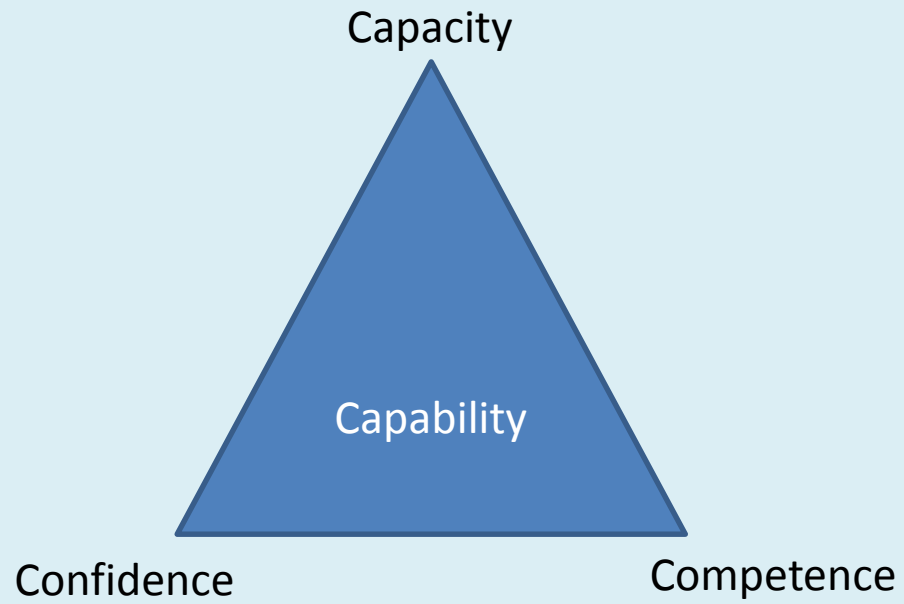
STP

Operational
Plan

New Models of
Care

NDCC

People Services
Improvement
Programme



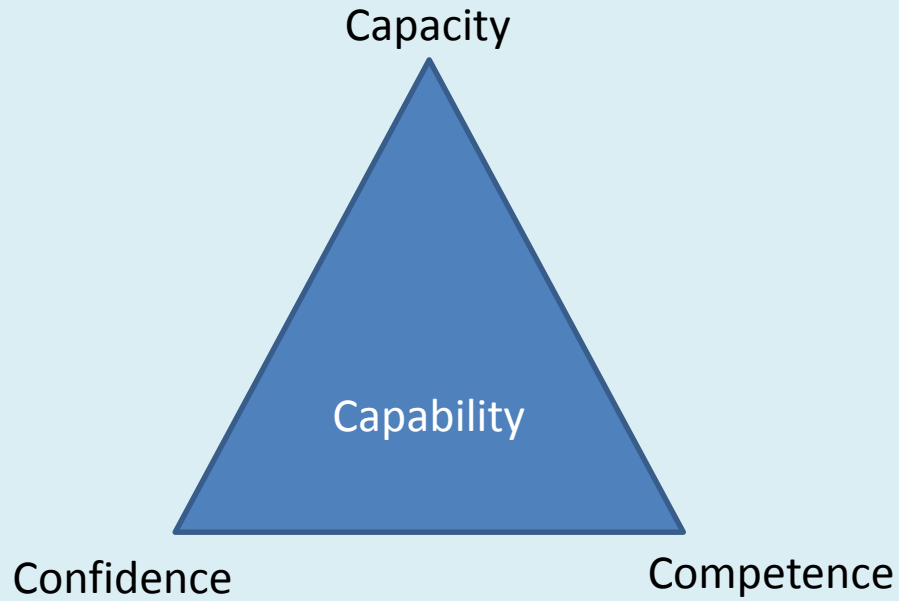
Integrated
Resourcing
Team

Revised
Recruitment
Processes

People Planning
Group

Ward Deep
Dives

Agency Review



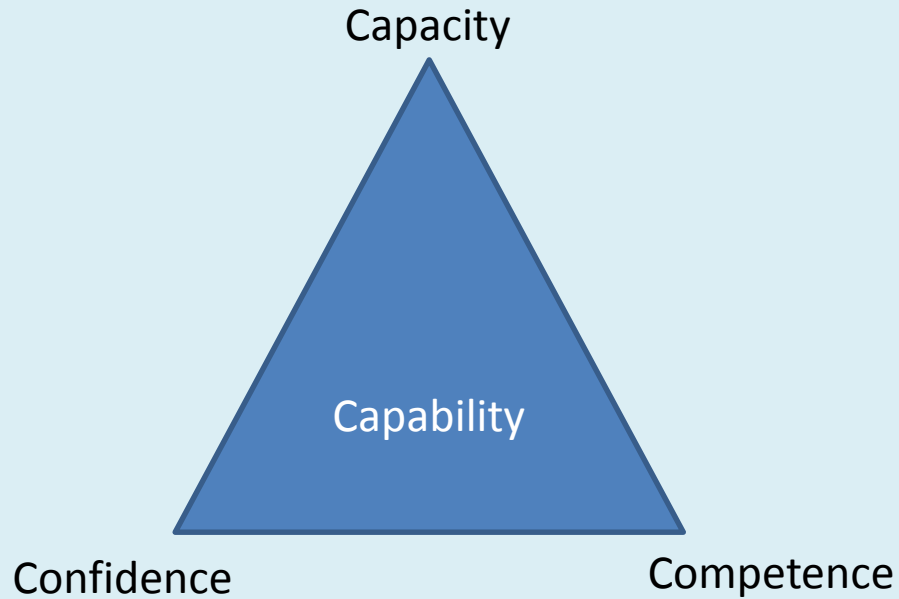
Integrated Resourcing Team

Revised Recruitment Processes

People Planning Group

Ward Deep Dives

Agency Review



Workforce Planning

E-Roster Review

Continuous Improvement

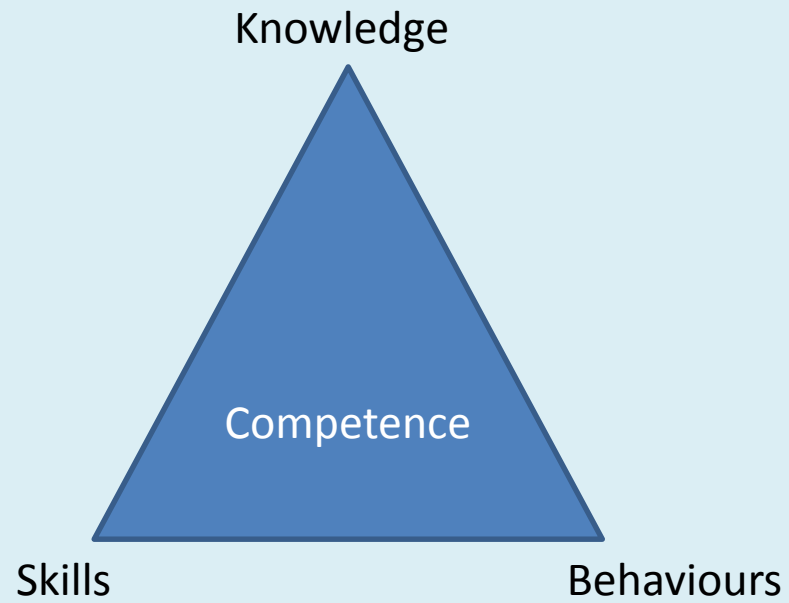
Attraction Strategy

East Management Role Review

Centralise all Bank and Agency

Appraisal and Supervision Review

Succession Planning /Talent Management



Leadership
Development
Programme

Heart of
Leadership

Bespoke
Masterclasses

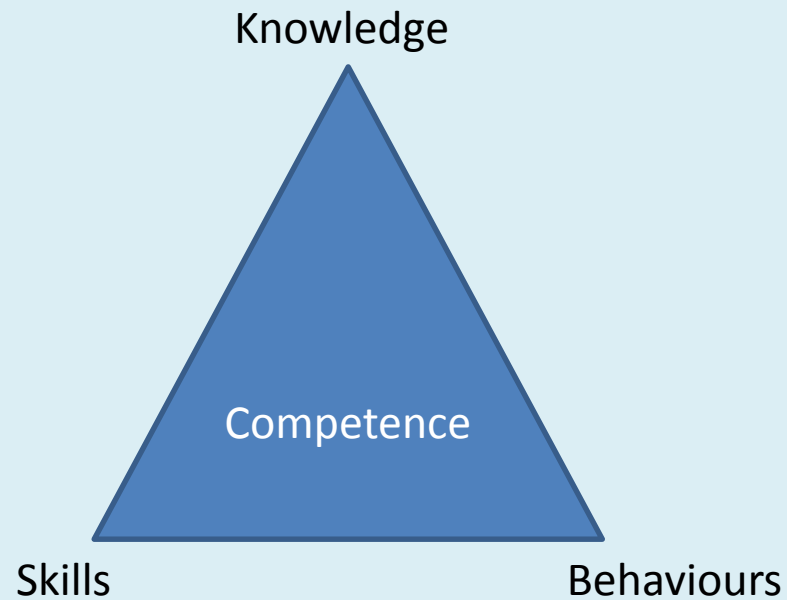
Manager
Essentials
Programme

CMI
Accreditation

Essentials
Training

Care Certificate
for HCWs

E-Learning



Leadership
Development
Programme

Heart of
Leadership

Bespoke
Masterclasses

Manager
Essentials
Programme

CMI
Accreditation

Essentials
Training

Care Certificate
for HCWs

E-Learning

Diagnostic Tools
(360, MBTI)

Apprenticeships

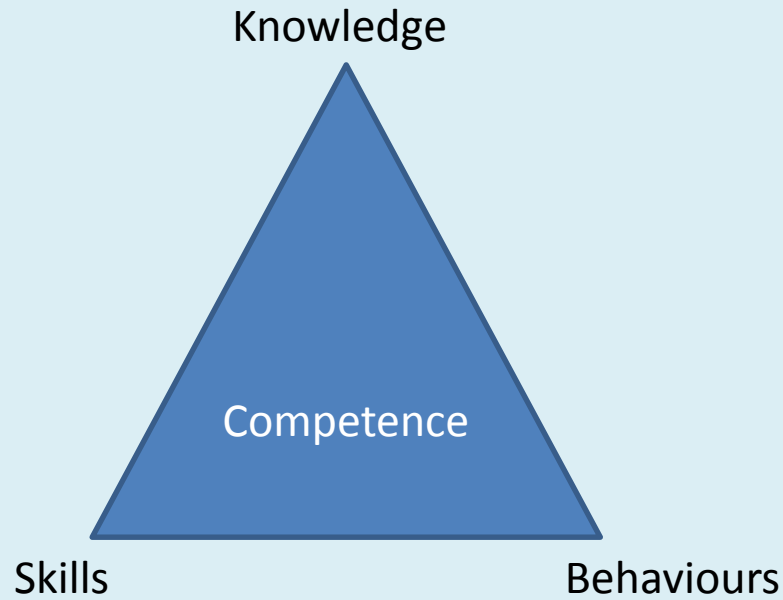
New Roles

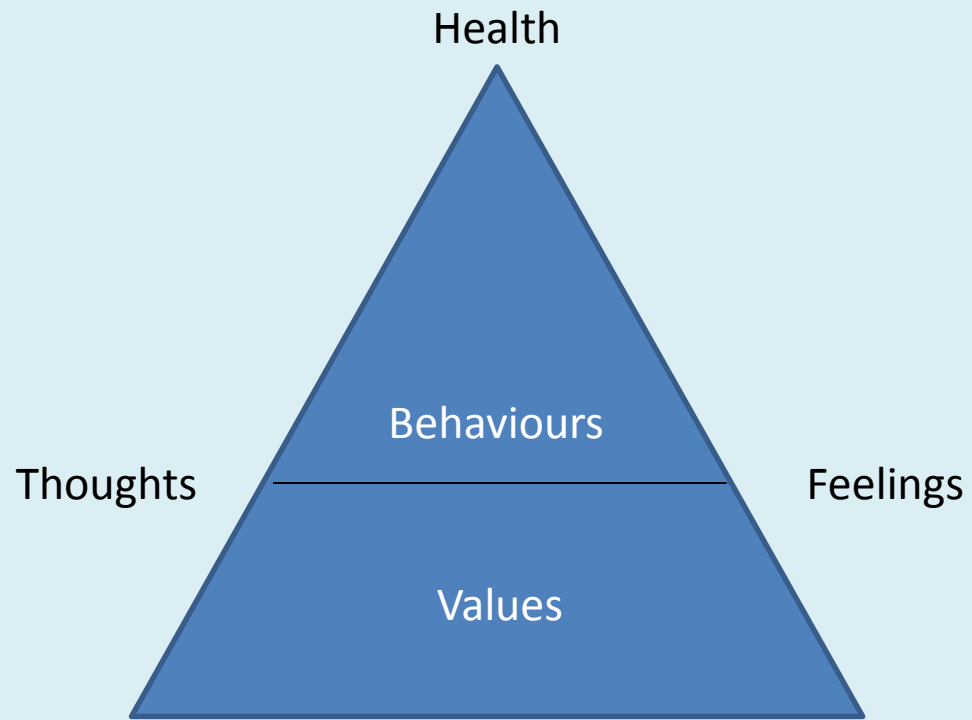
Review
Leadership and
Management
Development
Review

Mentoring Pilot
for Clinicians
Pilot

Digital Skills

Competency
Framework Lite





Wellbeing
Charter

Sick Absence
Task and Finish

Mental Health
Pathway

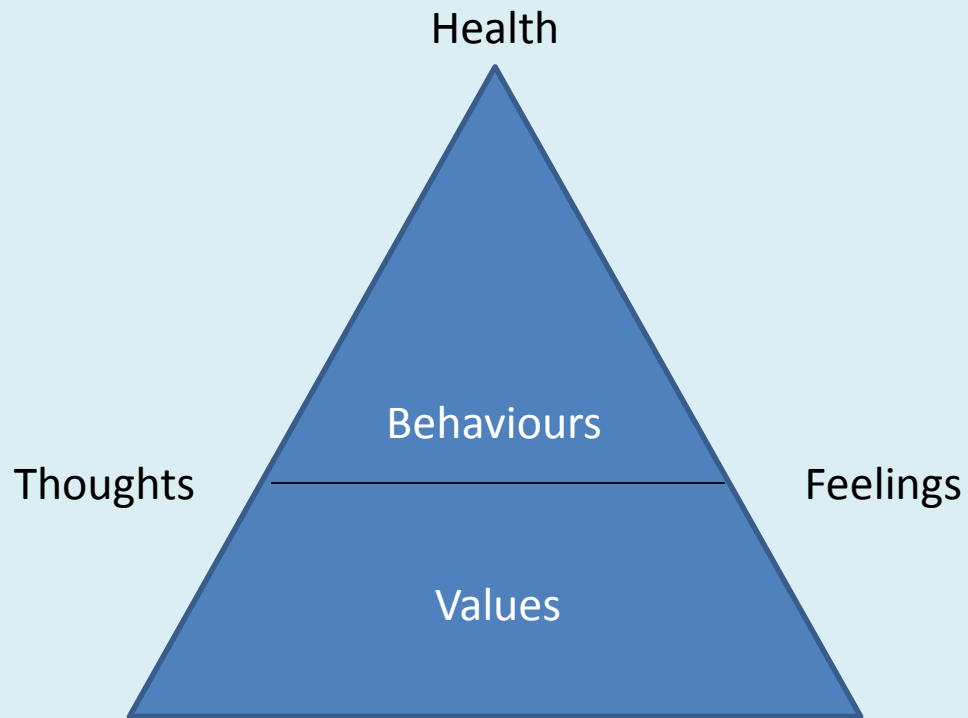
Physio Pathway

Resilience
Training

Schwartz
Rounds

6 Cs

RCN Working
Longer Project



Wellbeing
Charter

Sick Absence
Task and Finish

Mental Health
Pathway

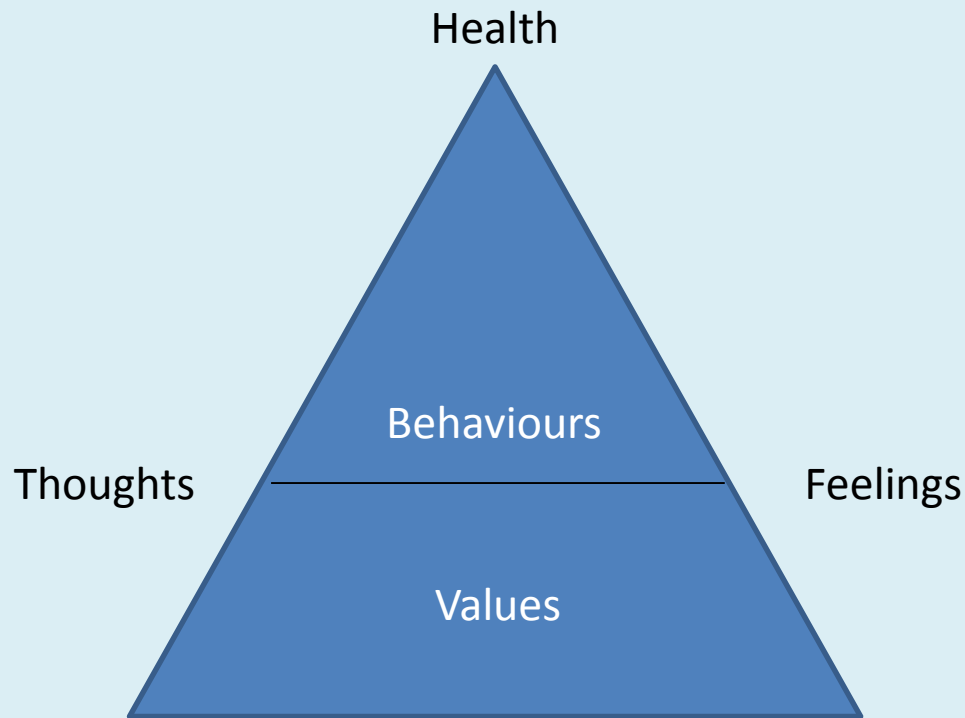
Physio Pathway

Resilience
Training

Schwartz
Rounds

6 Cs

RCN Working
Longer Project



Stress
Prevention
/Mgt Policy

Wellbeing
Strategy

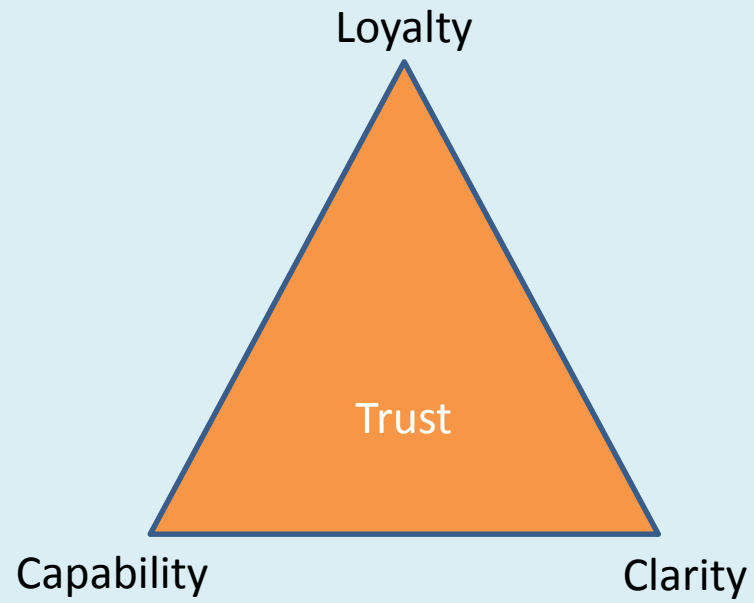
Coaching
Programme

Conversational
Intelligence

Values based
selection

Change
Framework

Wellbeing in
Later Life
Project

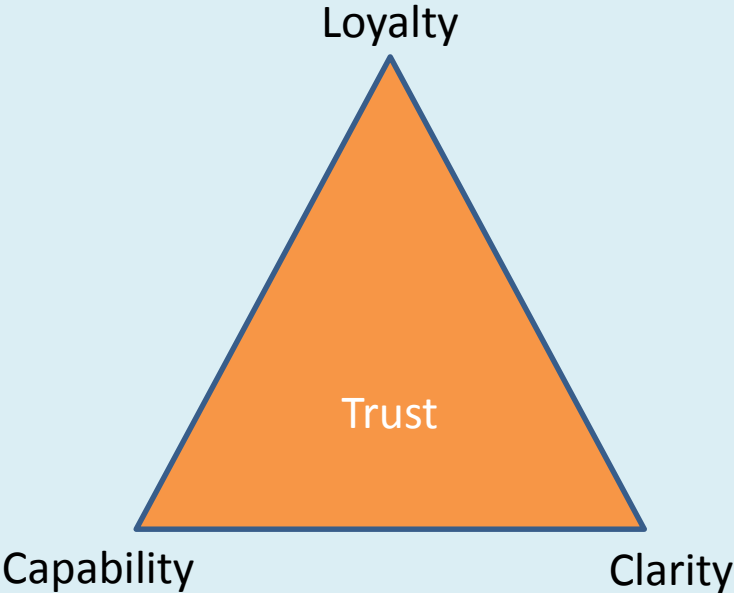


Mutuality
Pathfinder

Relational
Proximity work

Team
Interventions

Leading
Integrated Care
POD Agenda

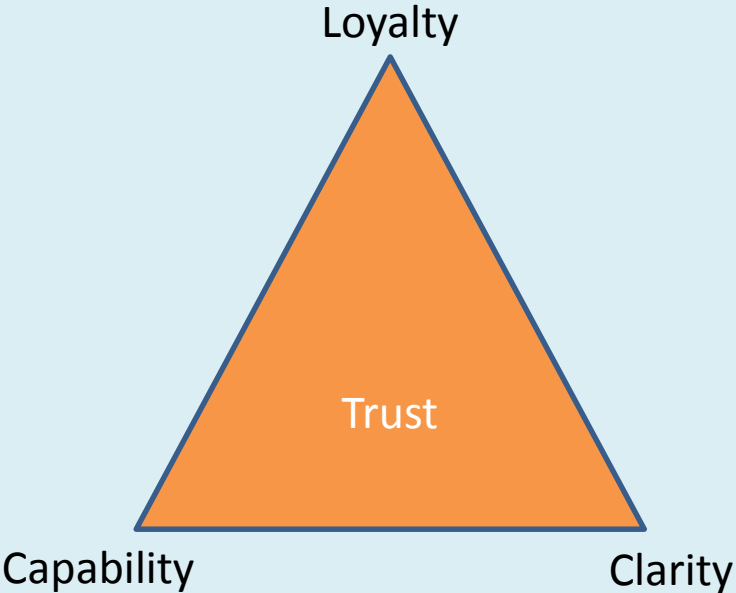


Mutuality
Pathfinder

Relational
Proximity work

Team
Interventions

Leading
Integrated Care
POD Agenda



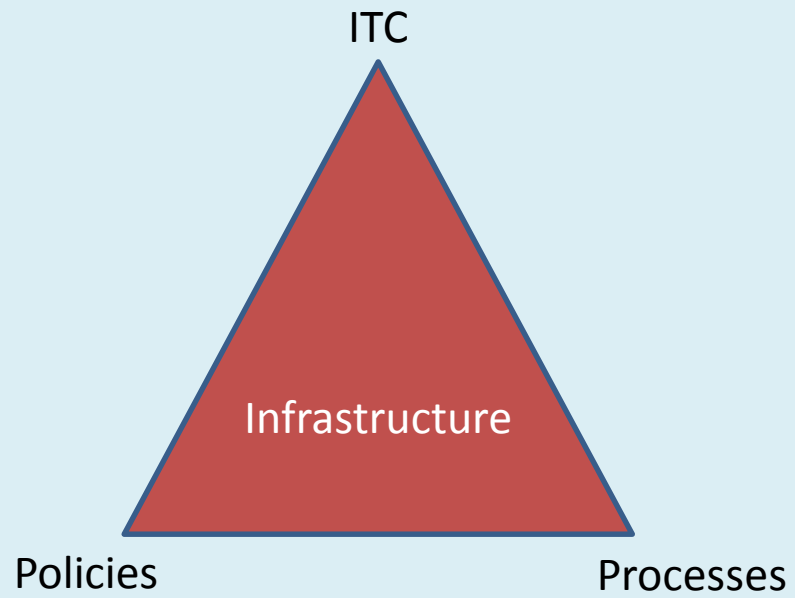
CAMHS
Mutuality Pilot

Expand
Relational
Proximity work

Big
Conversation

Integrated Care
POD Strategy
Implementation

Integrated
Teams – learn,
share and
spread



Blacklight full
roll-out

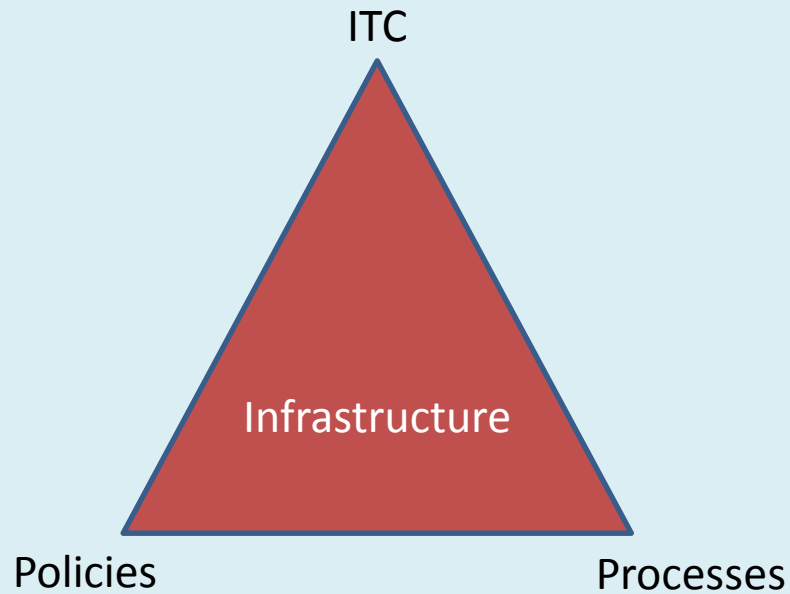
TRAC
Implementation

CoreNet
Implementation

Value Stream
Mapping

Policy Reviews

Truth on a Page



Blacklight full roll-out

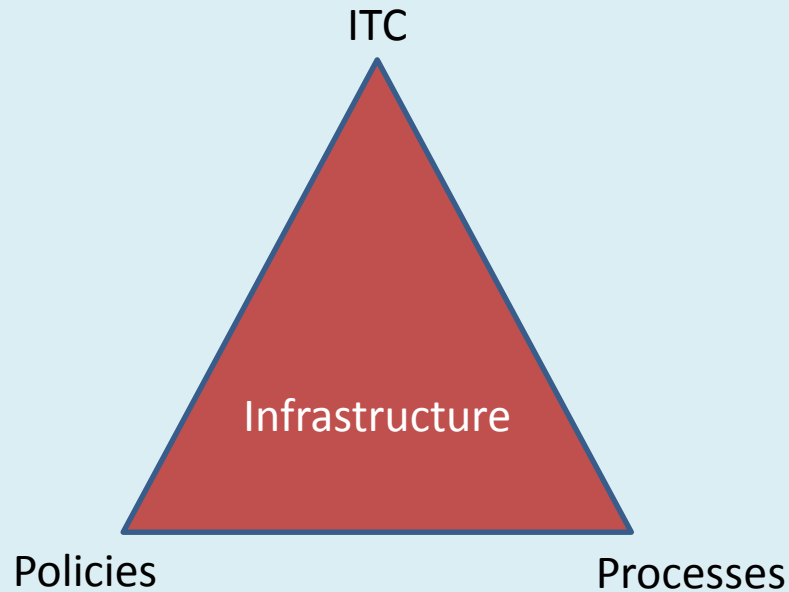
TRAC Implementation

CoreNet Implementation

Value Stream Mapping

Policy Reviews

Truth on a Page



E-Roster Upgrade

E-Forms

Employee Self Service

E-Expenses

Value Stream Mapping

Aligned People and OD Indicators

Possible Uses:

- New Models of Care
- Operational Planning
- Workforce Planning
- Performance Management
- Team Intervention
- Supervision
- Appraisals
- Coaching

Could this work for you?



Any questions?