

Shaping Our Future Programme: Engaged, Empowered and Well Supported Teams

Black Country Partnership
NHS Foundation Trust 

High Quality

Easily
Accessible

Sustainable
Services

Serving populations aligned with national policies to meet local needs, across a geographical area, comprising of the local health economies of Dudley, Sandwell, Walsall and Wolverhampton.

A **values-led** approach by motivated individuals, **empowered clinicians** embracing the principles of sustainable commissioning by working and thinking together - making best use of the organisational memory, expertise, **insight** and relationship networks through a shared vision and strategy for providing **high quality, easily accessible, sustainable services**.

Well-led and **High Performing Teams at all levels** enabled by operations and support services with capability and capacity to devise workable plans as the best route to achieving the Trust's **strategic objectives** and the corporate executive priority for improving **staff retention**.

Key Themes:

Accountability, Clinical Leadership, Inclusion, Management Performance, Trust, Wellbeing Dialogues

Rudi Page, Facilitator, January 2016

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Honesty and
Transparency

Integrity

Empowerment

Compassion &
Kindness

Dignity &
Respect

Shaping Our Future Programme: Implementation Framework for Organisational Change

Clarity

Team Performance

Alignment & Governance:
Board Assurance
Framework (BAF) all levels:
Division/Service Delivery
Plans
Clinical Case for
Change/Service Redesign

Service Delivery: Enhanced Patient Experience Access Involvement

- **Clinical Teams /Operations/Corporate Support Services**
- High Performing Teams/HR Functions/Business Partners - All Levels
- Executive Directors
- General managers
- Service managers
- Ward Leaders
- Team Leaders - frontline services beyond boundaries

Consistency

Clinical Quality Framework: Service Line
Leadership, Management
& Reporting
Medical Workforce
Involvement

- **Divisions: Mental Health /Learning Disabilities /Children, Young People & Families**
- Medical Directors
- Clinical Directors
- Clinical Leads
- Consultants
- SAS Doctors Junior Trainee Doctors

Process

Staff-led Boards, Forums & Task Groups: Ownership
Role Modelling ,Teamwork

Prioritise Prevention Empower Individuals and Communities Improve Value

- AHP Forum
- Medical Operations Forum
- LLEAD Embedding Values Advisory Group
- Nursing Board
- Older Adult Task Group
- Psychological Therapists Forum
- Safeguarding Forum
- WRES Task Group

Equalities & Inclusion: As ONE Integrated and collaborative workforce

- Equality and Delivery System (EDS2) - Goals & Outcomes
- Workforce Race Equality Standard (WRES) - Progression
- Public Sector Equality Duty (PSED) - All voices must be heard



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