Single Hospital Service (SHS) Organisation Development Plans

NHS Improvement

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SHS Organisation Development Programme

Against the backdrop of major strategic and system-wide change, the approach to organisational development will be:

- to focus on the human and social system change required to deliver the vision
- to provide a planned and systematic process for ensuring the health and effectiveness of our workforce through change
- to identify and prioritise the fundamental interventions required to deliver system change - at individual, team, organisation and system levels
- to propose investment which ensures the successful delivery of the plan and its expected outcomes.

SHS OD Programme

The primary objectives of the Organisational Development plan are to enable a successful merger by:

- creating a compelling and shared vision and strategic direction for the new NHS Foundation Trust
- developing supportive and inclusive leadership to drive and embed successful change
- creating a values based culture for high quality and delivery: focussing on what's important
- building high performing inter-connected multi-disciplinary teams
- improving and sustaining staff engagement- positive inclusion and participation; identifying and addressing change readiness.

The OD Plan

Vision and Strategy	Leadership	Culture	Team-work	Staff Engagement
Developed by board and governors	Leadership workforce analysis	Diagnostics and analysis	Defining teams	Communications and engagement plan
Whole system events to involved all stakeholders	Leadership and culture strategy	Values and behaviours	Team diagnostics and development plans	Variety of staff engagement methodologies
Strategy and business planning cycle	Board and governor development	Corporate induction	Team learning, action learning	Recognition and celebration
Review and co-design appraisal process	Defined competencies and development	Strengths based and shared decision making training	Health and well-being initiatives	Measuring progress – pulse checks and culture dashboards
	Building change and QI capability	Values based recruitment		

Organisation form and re-design (including governance and accountability frameworks and policy and procedures) to support new culture