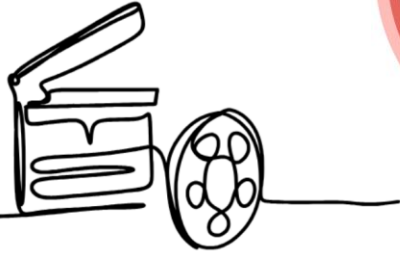


People Promise

in action



9 - 13 October



The journey to one workforce:
Creating 'OUR' ICS Compassionate
and Inclusive Culture



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Working

Working with the unknown;
Working at the boundary,
networking, mobilising the system



Seeing

Working with the unseen –
systems for paradigm shift



Listening

listening from the inside out



**UWE
Bristol**

University
of the
West of
England

Starting with all our people



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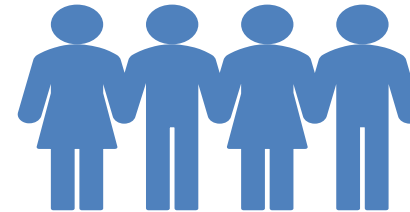
Working
inside out



Values



Synthesis
Report



“

A SYSTEMS THINKING APPROACH TO ORGANISATIONAL DEVELOPMENT IN ORDER TO ACHIEVE THE TRIPLE AIM OF IMPROVED HEALTH POPULATION OUTCOMES, BETTER CARE, AND EFFICIENT USE OF PUBLIC MONEY.”

(PAGE 17) (PAGE 33) UWE, NOTTS

Our Cog in the
Wheel
Community of
Practice CoP
ODI

Connecting more
of our system to
itself.

Reaching out to as
many parts of our
system as possible.

Good Problems:
**cross fertilising,
rapid change**

ICS CoP ODI Our intention



- *We are building strong connections and trusting relationships between partners/each other*



- *We support the ICS strategy and understand how we work to prioritise and co-ordinate our efforts with ODI delivery*



- *We co-produce by default*



- *We avoid repetition/duplication and focus on organisations playing to their strengths*



- *We identify win-win opportunities for all partners*



- *ACTION Group: Anything else what do the flip charts tell us*

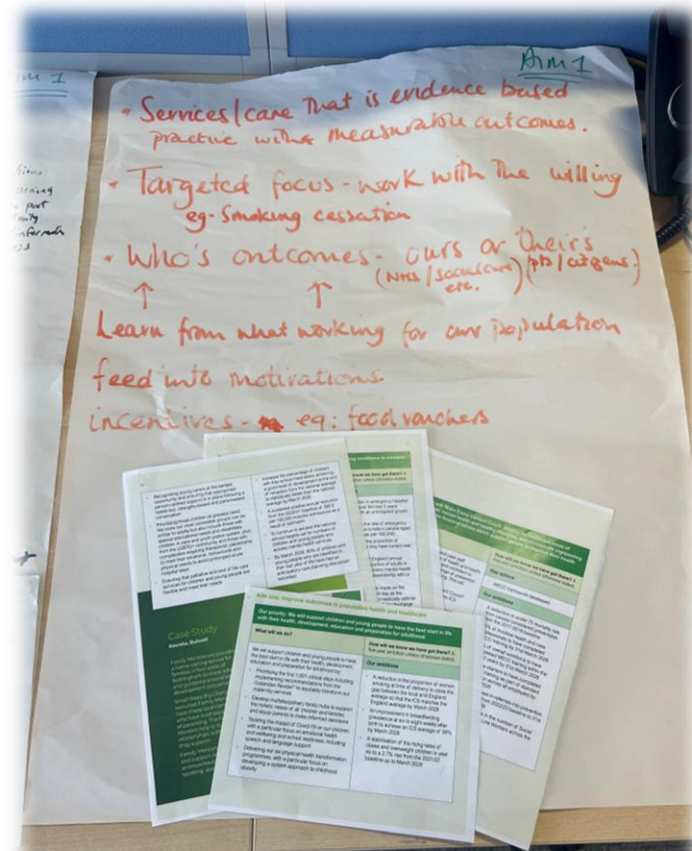
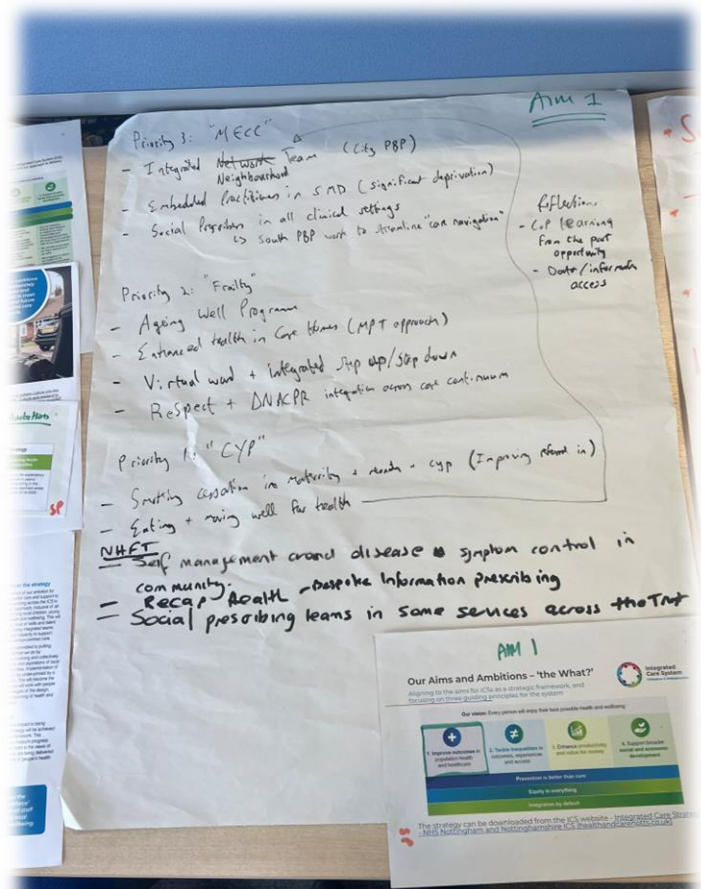


CoP ODI

**WHAT ACTUALLY
HAPPENED**

Example of CoP Co-design style working.

Participants considered what they have just shared heard about **'integrated working what it could be'** and Duplication avoided, Work that is already going on for the aims. Understanding the strategy and what it means to our community ODI.



COMMUNITY OF
PRACTICE ODI

ORGANISATIONAL
DEVELOPMENT AN'
IMPROVEMENT



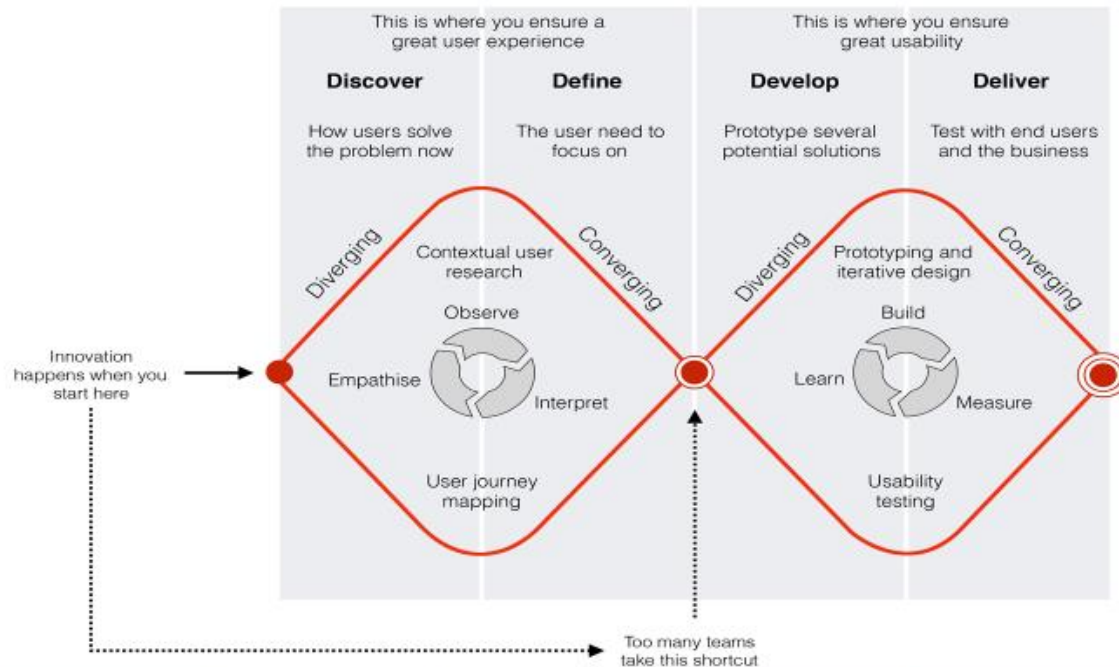


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It is not that we don't know where we are going it is more that we don't know what B is yet



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Design is messy

How about people joining Midway? (Steve Daykin)

What is this diamond thing?

NG...



NUH Improvement & Transformation Team



Daykin Steven (Service Improvement)

Ashley Willan
 QI Lead



NHS
 Nottinghamshire Healthcare
 NHS Foundation Trust

R

At its best, systems thinking approach to leadership seems to exhibit an almost magical sense of the possible.

Where people are **locked in** **apparently intractable complexity**, systems leadership seems to **open up a new way through the mess.**

How is our culture maturing?



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Now

Pool expertise, rapid
response. All Partners

- 1. NHS Impact***
- 2. Active Bystander***

Long Term

Sustain, Embed, Spread

Personalised Care

ICS Action Group Key

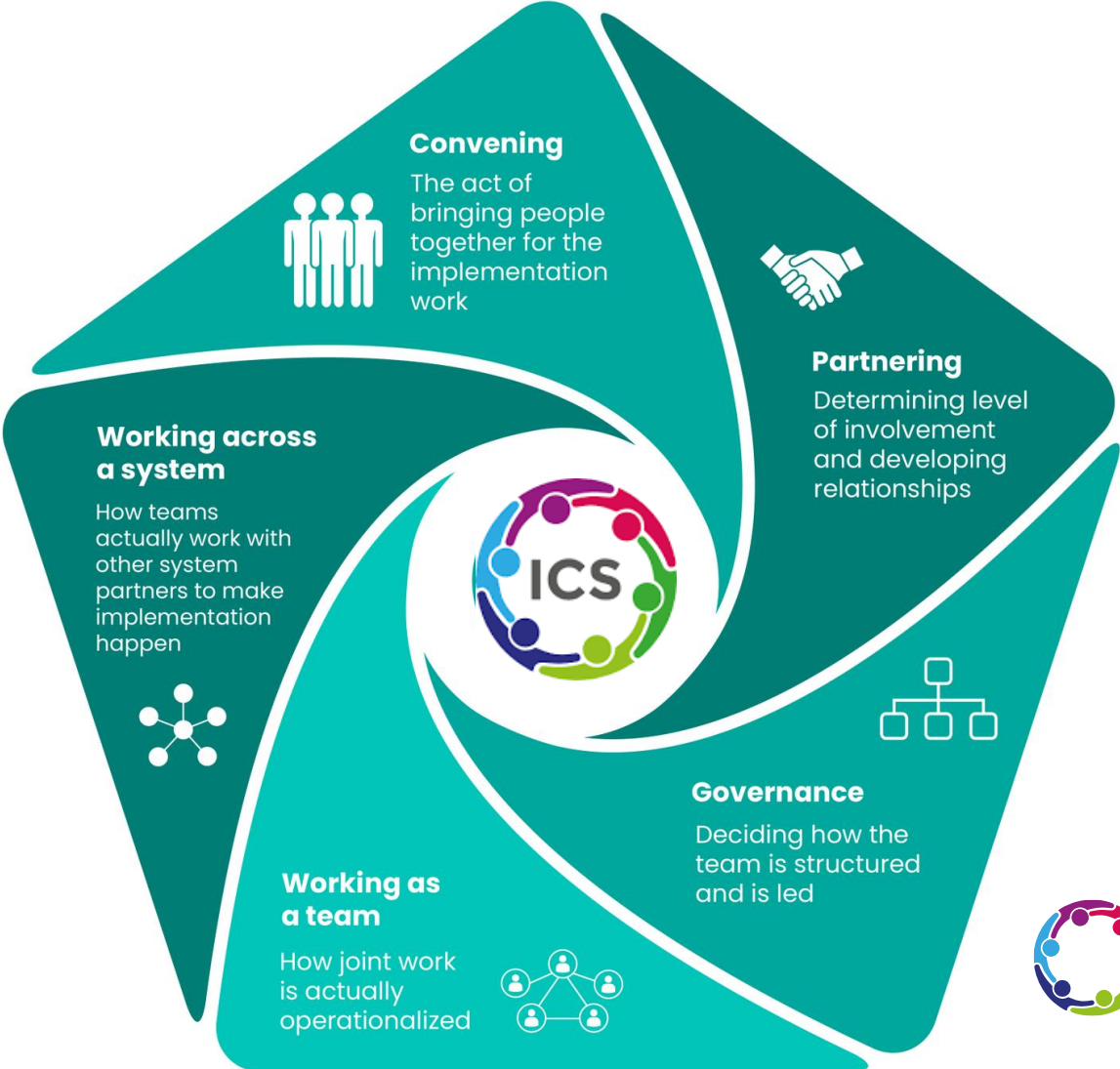
Reduce Duplication Understand Rapid Response
Living Systems in action

System Response Now: Collective Leadership Distributed Decision making

- **Active Bystander** ‘sprung’ together
- National Plans – It all starts with Culture
- Join forces- Council colleagues, Principles.
- Embed and Spread

Systems Approach

Relational Pathway



Our DNA linked to NHS Impact



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NHS IMPACT's five components form the 'DNA' of all evidence-based improvement methods, these principles underpin a systematic approach to continuous improvement:

- ✓ [Building a shared purpose and vision](#)
- ✓ [Investing in people and culture](#)
- ✓ [Developing leadership behaviours](#)
- ✓ [Building improvement capability and capacity](#)
- ✓ [Embedding improvement into management systems and processes](#)

Implementing an **asset-based approach:**
shifting culture through climate

UWE, CLP approach at Nottingham and Nottinghamshire ICS

“

**USE DATA VISUALIZATION
TOOLS TO HELP
COMMUNICATE PROGRESS
AND RESULTS TO
STAKEHOLDERS.**”

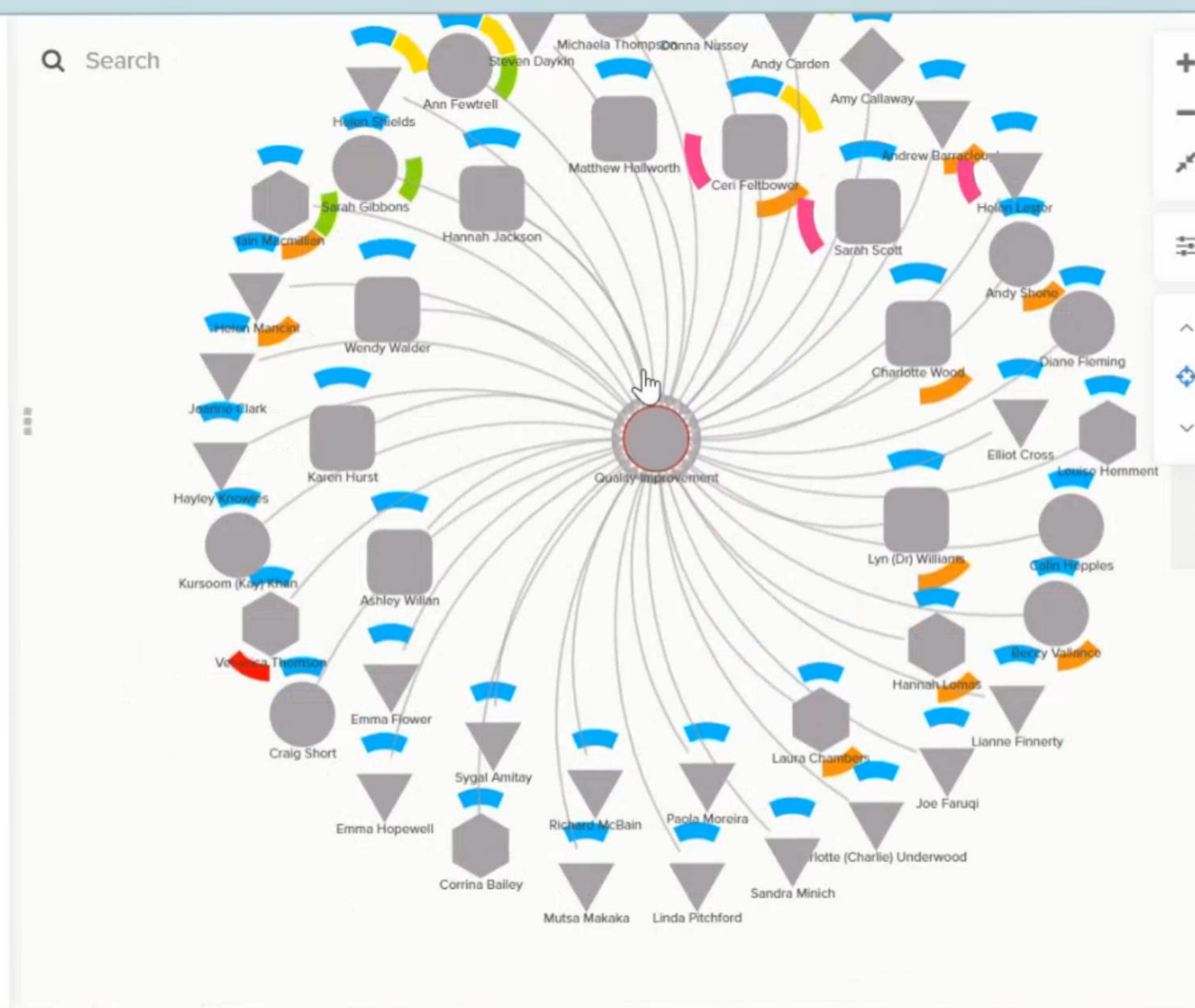
UWE, Notts report



QI with Colours showing other Workstreams

Shapes Organisations

Options to click on and arrange to find what useful - ie group by any element



Context setting and ambitions



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Where did we get to developing our ODI asset-based model

Powerhouse of innovation and collective wisdom



PEOPLE FOR PEOPLE

THE NEXT PART OF OUR PEOPLE JOURNEY



ICS Compassionate and Improvement Culture

Nurturing the Green Shoots of our ICS Culture

- **Meet people where they are at- Find a shared purpose**
- **How do we make the best of what we have** Make full use of our infrastructure - talent, resources, expertise.
- **Permission – Backed up by psychological safety.** Take note of where we are and explore new ways of working. Senior approval and Support – a step on from buy in.



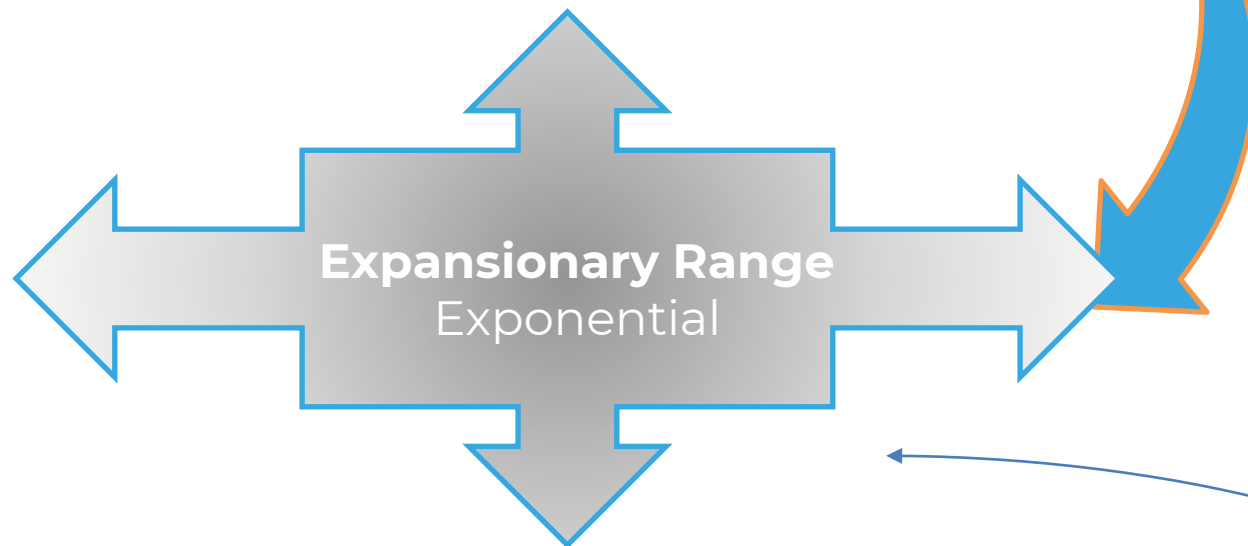
Systems Thinking



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Clear at the core

Curious about the future



- Co-Design
- Spread
- Embed

Living Systems Thinking

Life organizes around **identity**



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Stronger, Stabler, Safer Together

**Where is the
order? (!!)**

- *Then we bring in process/project tools/OD Plans/ Workstreams to manage*
- *Learning to Improve, Releasing our Talent and leaders, on our:*

Cultural Bedrock

Belonging

Purpose

ICS Identity

People Promise



We are
compassionate
and **inclusive**



We are **recognised**
and **rewarded**



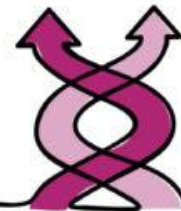
We each have
a voice that
counts



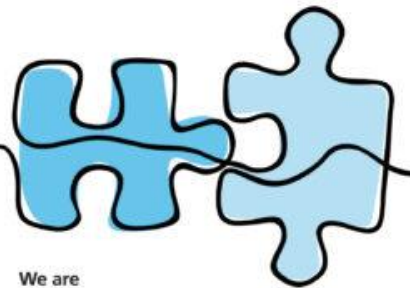
We are
safe and
healthy



We are
always
learning



We work
flexibly



We are
a team

Notes:

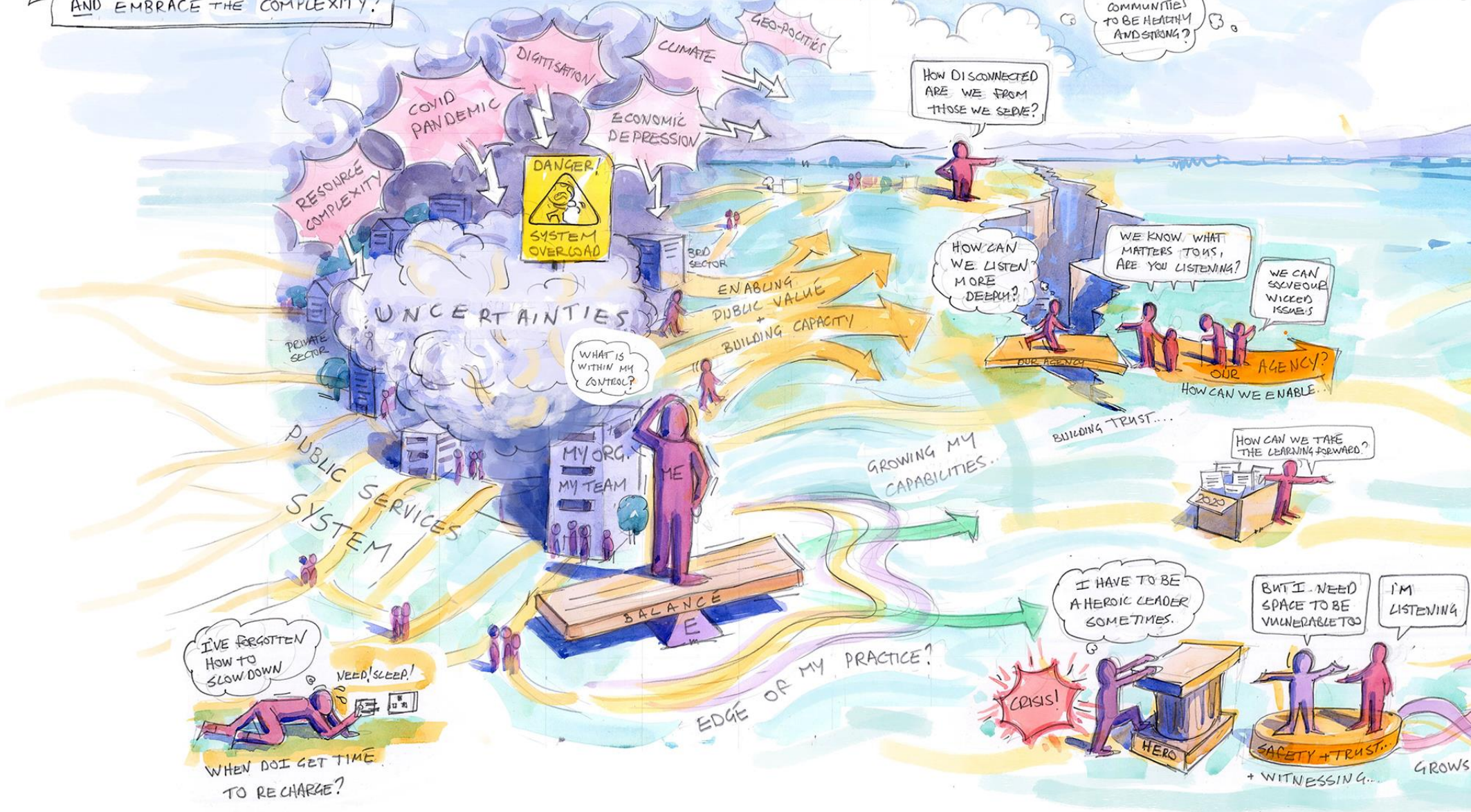


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**This way of thinking is key for the
future**

HOW DO WE SUSTAIN OURSELVES?
AND EMBRACE THE COMPLEXITY?

WHAT DOES IT TAKE FOR
COMMUNITIES
TO BE HEALTHY
AND STRONG?



WHAT DO YOU SEE IN THIS PICTURE?

WHAT DOES IT MEAN TO YOU?

