

We make 15 recommendations under four broad headings, outlined below from our [UWE](#)

Implementing an asset-based approach: [shifting culture through climate](#) acknowledges that the work of the ICS and bringing its vision into being is premised on a shift from treating illness to promoting wellness. This involves staff working differently and this shift in approach should be reflected internally in organisational/system cultures, leadership and approaches to improvement and innovation. We make three recommendations in support of this:

1. Promoting a [climate for creativity and innovation](#)
2. [Fostering](#) inclusive and compassionate leadership
3. Focus on [wellbeing and resilience](#)

**Holding [inclusive conversations](#) notes the importance of paying attention to the [quality of conversation](#), particularly in complex systems undergoing transformational change.**

4. Holding a [dialogue conference](#) and place-based café conversations (ie: Innovation Challenges)
5. [Creating spaces](#) for (difficult) conversations to happen (ie: *Coaching for leaders, Innovation Challenges, Cohort approach, Wrap around mentoring*)

Our research highlighted a [desire](#) for more [shared learning and development opportunities](#) and here we make five recommendations:

6. Leadership development programmes that **connect people** across the system (ie Cohorts, all ICS initiatives, Innovation Challenges, Systems Leadership CoP)
7. Crucible leadership experiences – (ie: *LMS, high potential scheme, coaching faculty*)
8. Leadership exchanges – (ie: High Potential Scheme)
9. Innovation challenges based on local “wicked challenges” (ie: *UEC PHM – Consultancy, Systems Leadership In Action* )
10. Mentoring a colleague from another ICS sector (ie: High potential, UEC/PHM)

**Our final section, an OD community of practice, makes recommendations for building [the range and depth of OD skills across the community](#) and highlights the following recommendations:**

11. Design and implement [an Organisation Development strategy](#) to support the ICS strategy (ie: Talent and Leadership Strategy)
12. Adopt [a breadth of improvement](#) and innovation methodologies (ie: *Quality transformation team, DCH, QSIR*)
13. Develop digital literacy to help the CoP co-create (ie *Talent and Leadership LMS learning system*)
14. Measure and assess the [impact of](#) interventions (ie: Impact report, evaluations, SAIU Workforce for system)
15. A [joint funding pot](#) for capabilities building (ie: *CLP monies used for all ICS – consider sponsor model for large events for suppliers to meet our leaders*)