PHASE 2 ANNEX E

Single Hospital Service (SHS) Organisation Development Plans
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

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

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