# Developing Our People Strategy 2020 - 2023



## Trust Board 30 January 2020











Recognising that it is 'our people' that make the difference to how we perform....

the strategy will focus on what is needed to lead, support and manage our people for sustainable results.











## **Underpinning principles**

Investors in People – We invest in people framework LEADING CREATING SUSTAINABLE AND INSPIRING PEOPLE SUCCESS LIVING THE ORGANISATION'S CONTINUOUS VALUES AND IMPROVEMENT BEHAVIOURS ORGANISATION AMBITION BUILDING CAPABILITY PEOPLE MANAGING STRUCTURING PERFORMANCE RECOGNISING AND REWARDING HIGH PERFORMANCE SUPPORTING









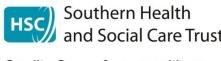


## Developing the strategy

Engagement with staff using staff survey results to start the conversation (Jan-Mar 2020)

Working together to make our Trust a great place to work

- All staff The Big (Coffee) Conversation. Focus on key themes and actions.
- Targeted sessions with key groups:
  - H&WB Steering Group
  - Health Champions
  - Employee experience work stream (H&WB)
  - Psychological work stream (H&WB)
- Directorates (through ADHR, AD and HOS), existing directorate work streams & professional leads.







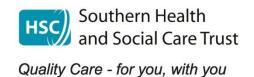




## **Developing the strategy**

#### **Engagement with**

- Trust Board workshop?
- Trade Unions
- NHS employers facilitated OD strategic planning session with Directors and those in key strategic planning roles (linked to patient experience, patient client experience, QI)
- Leadership walks feedback from Directors











## Why engage?

#### We want:



- to be a compassionate organisation & a great place to work
- staff to feel engaged
- to share some of the staff survey results to start the conversation
- to share with staff our initial thoughts on what we need to focus on
- to hear from staff on what would really make a difference to them and their teams to feed into our People Strategy











## **Engagement on key themes**

How do we make a difference in the following areas?

- Health and Wellbeing
- Leadership
- Recognising and valuing our staff
- 4. Communication and engagement











### **Initial considerations**

- People Strategy vs OD Strategy
- Link to other corporate strategies corporate plan, patient safety, patient client experience, quality improvement, 'Nursing & Midwifery Workforce Action Plan' & 'Inspire, Attract & Recruit Strategy'.
- Timeframe for Trust Board workshop & strategic
   OD workshop
- How to best feed back from leadership walks......









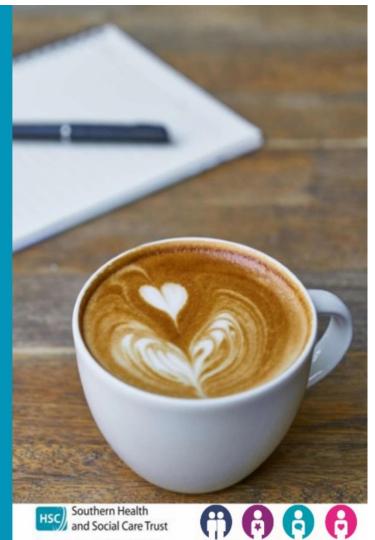


## Coffee JOIN THE BIG CONVERSATION

We want to work together with you to identify what we can do together to make this a great place to work

We will share and use our staff survey results to start the conversation.

Join the conversation







Quality Care - for you, with you











## JOIN THE BIG CONVERSATION

on one of the below dates...

Thursday 06 Feb 2020

2:00pm - 4:00pm

Lurgan Hospital - Training Room

Friday 14th Feb 2020

2:00pm - 4:00pm

Lurgan Hospital - Training Room

Friday 7th Feb 2020

2:30pm - 4:30pm

CAH - Medical Education Centre

Friday 21st Feb 2020

2:00pm - 4:00pm

Daisy Hill Hospital - Board Room

Wednesday 12th Feb 2020

2:00pm - 4:00pm

CAH - Medical Education Centre

Friday 28th Feb 2020

2:00pm - 4:00pm

Armagh St Luke's - Navan Room

Friday 14th Feb 2020

9:30am - 11:30pm

Seagoe Parish Centre

Wednesday 4th Mar 2020

2:00pm - 4:00pm

Daisy Hill Hospital - Boardroom

Click here to book your place





















## Thank you

## Any thoughts / comments / questions?









