



OUR DEVELOPMENT OFFER



LAST YEAR, 97%
RATED OUR BOARD
DEVELOPMENT
TRAINING AS GOOD
OR EXCELLENT.

FOREWORD

Transforming our member events

Prior to the COVID-19 pandemic, all our training and development programmes and events took place face-to-face across the country. During the lockdown period all face-to-face member engagement and development activities were suspended and consequently we undertook rapid innovation - transforming our well-respected member events for virtual delivery.

Since March we have delivered 56 virtual training, development and networking events for 1,279 delegates with 98% rating them as good or excellent.

While it is our aim to return to delivering high quality, engaging face-to-face training and events in the future, in response to the continued pressures and restrictions of COVID-19, the majority of our training and events will run virtually for the remainder of 2020.

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As the membership organisation for all NHS provider trusts, we understand what it takes to deliver high-level training and support that makes a positive impact on NHS colleagues and their organisations.

As part of our member support function, we provide a growing number of training courses, support programmes, development activities and bespoke in-house training specifically for NHS leaders, including our brand new STP peer support programme.

Our staff and associate trainers have extensive NHS experience, so NHS leaders benefit from their first-hand knowledge.

Our **board development programme** delivers over 80 events each year, helping board-level colleagues to develop the key skills they need to tackle common problem areas. Our workshops and induction programmes increase directors' knowledge helping to make boards and organisations more effective.

GovernWell, our national training programme for foundation trust governors, helps trusts to equip their governors with the knowledge and skills needed to perform their role effectively, whether they are new or longstanding governors.

Our **peer support programme** is specifically designed to help system partners who voluntarily seek help from within the sector and is free to all systems. Our aim is to help provide an external perspective to challenge your thinking on the next steps of your integration journey. These offers can take place virtually and are fully flexible to be tailored to your specific needs.

Supported by HEE and NHSX as part of their digital readiness programme, our **digital boards programme** aims to increase trust board understanding of digital transformation. It aims to highlight the changes being brought about by digital in health and care and increase the confidence and capability of boards to harness the opportunities it provides to transform services for patients and service users.

OUR METHODOLOGY

Our programmes aim to increase specialist knowledge, provide support and accelerate careers and roles. We ensure participants are actively engaged from the outset, ready to apply what they have learned as soon as they get back to their organisations.

Benefits of our training courses:

- Small, intensive and interactive workshops incorporating a range of training methods to accommodate individual and group learning styles
- High-quality trainers with relevant senior-level experience in the sector
- Use of good practice from trusts as well as the latest thinking from regulators
- Candid sharing of experiences with board members from other trusts
- Accessible regional events.





TRAINING COURSES

Board development programme

Our board development training programme aims to help NHS trust and foundation trust boards to improve the efficiency and effectiveness of their boards and their organisations. In 2019/20 we delivered over 80 events, supporting around 1450 participants through a selection of open and bespoke training.

Our comprehensive portfolio has been developed in conjunction with board colleagues in the provider sector, supporting provider boards to develop the key skills required by NHS leaders in the healthcare sector today.

Highly rated by delegates, this programme is designed to support boards, individual directors and senior managers to apply their learning in a practical way when they get back to their trusts.

Course benefits

- Small intensive workshops allowing more focused attention with course leaders
- High-quality trainers with relevant, senior-level experience in the sector
- Practical interactive workshop styles using a range of training methods to accommodate individual learning styles
- Best practice examples from trusts which have been innovative in making substantial improvement
- Guided support for tackling common problem areas including the latest thinking from regulators
- Sharing of experiences with colleagues from other organisations
- Space for delegates to reflect and discuss ideas on changes they might make
- Accessible regional events.



INDUCTION PROGRAMMES

Non-executive director (NED) induction

What will non-executive directors gain?

- An understanding of the developing environment of the NHS and what that means for the leadership of trusts
- An overview of the policy landscape including NHS finances and funding, workforce and quality
- An understanding of corporate and NHS governance and the role and responsibilities of NEDs within the system.

- An overview of regulation and improvement from the Care Quality Commission and NHS England and NHS Improvement
- Insights from experienced NEDs
- The opportunity to network and develop links with colleagues from other organisations.

Who should attend?

- Non-executive directors embarking on their role or in their first year.

What delegates say



A great two days that certainly will improve my ability as a NED, giving me enhanced confidence and personal development."



Good structured learning and good content...left with a jaunt in my step and ready to go forward!"



Length of course

Two consecutive days



Course locations

Central London



Book this course

[nhsproviders.org/
training-events](https://nhsproviders.org/training-events)



Executive director induction

This course provides new or aspiring executive directors with a deeper understanding of their board role as part of a unitary board.

What will executive directors gain?

- An understanding of the developing environment of the NHS and what that means for the leadership of trusts
- An in-depth look at governance, risk and assurance in the provider sector
- Understanding of the importance of working effectively with non-executive directors.

- Strategies to develop impact quickly as a newly appointed executive director
- Opportunities to network and link with colleagues from other organisations in the sector.

Who should attend?

- New and aspiring executive directors and deputies
- Those with commissioning or ALB experience now entering provider trusts.

What delegates say



Best development day I've had for a number of years - lots to take away."



Absolutely brilliant day and I learnt lots. Felt very relieved to hear of peers with similar experiences in new executive roles."



Length of course

1 day



Course locations

Central London



Book this course

[nhsproviders.org/
training-events](https://nhsproviders.org/training-events)



Effective challenge

The role of a unitary board is to formulate the organisation's strategy, ensure delivery of annual strategic objectives, and shape a healthy organisational culture. Effective and constructive challenge, scrutiny and support throughout the governance framework are essential if the board is to achieve these responsibilities. Effective conversations outside of organisational boundaries will also be essential in response to the introduction of system partnerships.

This practical workshop aims to develop skills of effective, constructive challenge and holding to account through clarifying the role and responsibilities of the unitary board, committees and individuals. During the day there will be opportunities to explore different approaches to questioning.



Length of course

1 day



Course locations

Multiple locations across England



Book this course

[nhsproviders.org/
training-events](https://nhsproviders.org/training-events)

What will you gain?

- An understanding of the respective roles and responsibilities of the board, governors, non-executives, executives and senior managers
- Explore the key elements and enablers of effective challenge including evidence-based assurance, triangulation and creating a safe space to have constructive conversation
- Develop an understanding of the relationship between challenge and support in effective decision-making
- Discuss the benefits of, and barriers to, effective challenge in your organisation and how these can impact culture
- Explore and compare different approaches to questioning and challenge.

Who should attend?

- Board members (both executive and non-executive)
- Senior executives.

What delegates say



This event showed what effective challenge looks like and the difference between reassurance and assurance."



Well managed, challenging and lots of thought provoking ideas - very practical session."



An excellent day. All sessions were informative, extremely useful and allowed space for valuable discussion."



Effective chairing of meetings

The current challenges facing trusts today mean that time is an increasingly precious commodity and all meetings need to be optimised to meet objectives.

This practical workshop is designed to develop the chairing skills of board directors and senior executives who chair committees. It covers preparing for meetings, ensuring agendas are appropriately prioritised, and an overview of what regulators are looking for in the minutes.

There will also be the opportunity to explore good practice and to participate in interactive exercises to develop and practice your approach to chairing meetings.

What will you gain?

- The essentials of chairing including meeting preparation and prioritised agendas
- An understanding of the importance of building relationships to encourage effective meetings
- An overview of what the regulators want to see during observations and in the minutes



Length of course

1 day



Course locations

Multiple locations across England



Book this course

nhsproviders.org/training-events

Who should attend?

- Non-executive directors (including chairs)
- Senior executives who chair meetings.

What delegates say



I thoroughly enjoyed the day. Excellent day, managed all my expectations in the event. I have gained a huge amount to take back to the organisation."



Very helpful insight and reflections on what is needed to chair meetings in the NHS environment."



Effective report writing

Good reports ensure that committees and the board enter into informed discussions with clarity on the root causes of problems and a shared understanding of the pros and cons of potential solutions. This enables the board and committees to make the most effective use of time which is essential given the challenges facing trusts today.

This practical workshop explores the key principles and features of report writing and effective communication at board and senior-executive level, to help improve the quality of reports and the ultimate discussion and decision-making that occurs.



Length of course

1 day



Course locations

Multiple locations across England



Book this course

[nhsproviders.org/
training-events](https://nhsproviders.org/training-events)

What you will gain?

- An understanding of the key principles of report writing and effective communication
- An understanding of the importance of the relationship between report writer and committee members
- How to improve key report features including cover sheets, executive summaries and data presentation
- An understanding of how reports impact the efficiency of the board and committees
- Participation in practical exercises to help improve the quality of your reports.

Who should attend?

- All those faced with preparing committee and board papers including executive directors, associate directors and any colleagues who write board and committee papers.

What delegates say



Anyone who ever writes a report should attend! Excellent reflection and thought provoking, this is a useful reminder of what should be included and structure."



I didn't realise how much I didn't know about board reports. Very informative and changed my view of how I write reports and papers."



Risk management

Your board has overall responsibility and accountability for risk. Used effectively, risk management is a useful management tool to help ensure your board and its committees focus on the right things, while also providing comprehensive assurance that risks are being managed to the best of the organisation's ability.

This training provides a practical view of what board members and board stakeholders need to know about risk management to help demystify risk, ensure that risks are captured and articulated appropriately, and demonstrate that risk reporting should focus on the management of risk as opposed to the risk itself.



Length of course

1 day



Course locations

Multiple locations across England



Book this course

[nhsproviders.org/
training-events](https://nhsproviders.org/training-events)

What you will gain?

- An understanding of the key principles of risk management
- How to ensure the right focus is retained when appraising the effectiveness of your own organisation's management of risk
- Help with forming a view of how effective the risk management framework is in your own organisation.

Who should attend?

- Board members (executive and non-executive)
- Executive risk leads
- Those preparing board assurance frameworks and writing risk reports for boards and committees.

What delegates say



Helped to challenge any preconceived ideas and clarified areas to focus on. It was helpful to provide head space to evaluate our trust's position"



Very helpful sessions and the group work provided a good opportunity to network with others. It was also helpful to hear good practice and ideas from other organisations."



Effective recording of board and committee meetings

The effective recording of meetings is essential - whether it be in the dissemination of information throughout your organisation, or the impressions and conclusions formed both internally or externally by the regulators and the general public.

This workshop explores the key principles of effective minute taking and gives an insight into what the regulators need to see. It will help you ensure you are creating the right impression and providing evidence of effective governance.

What will you gain?

- An understanding of good practice in the effective recording of meetings
- An overview of what the regulators look for to help you identify what information you should include
- Practical steps to improve the efficiency and effectiveness of your minute taking with practical examples.

Who should attend?

- Those who record minutes for the board and committees in NHS trusts and foundation trusts.

What delegates say



Empowering! A minute taker has more input than many believe! Regardless of what band a delegate is, everyone will learn something new from this programme!"



I would recommend that everyone who takes minutes goes on this course, even those who have been doing it for some time. It allows time and space to reflect and look at how things can be done differently."



Length of course

1 day



Course locations

Held across England to maximise convenience



Book this course

[nhsproviders.org/
training-events](https://nhsproviders.org/training-events)



NHS finance for senior leaders

All board members have responsibility for ensuring that safe, effective and sustainable services are delivered both financially, as well as clinically.

There is an expectation on directors to have an appropriate level of financial knowledge and understanding to be able to provide suitable oversight and challenge when necessary. However, a number of governance failures have occurred because the financial challenge at board and committee level has been insufficient to manage the risk.



Length of course

Full day



Course locations

Multiple locations across England



Book this course

nhsproviders.org/training-events

This session will provide sufficient knowledge and understanding to allow you to review and challenge the financial report to enable you to contribute to the debate in a knowledgeable and constructive manner.

What you will gain?

- An overview of the core requirements of a board/committee level finance report
- An understanding of board/committee finance reports and annual accounts including what to look for and where to focus
- Tips for reviewing a finance report to help spot emerging financial problems
- Knowledge and confidence to increase your understanding and scrutiny of financial performance, and offer robust and effective challenge.

Who should attend?

- Board members (executive and non-executive)
- Senior managers.

What delegates say



An excellent session which I would highly recommend to all board members. It was an enjoyable day and delivered in a way I could understand."



Excellent overview. Will really help me in my role as a NED and deputy chair of the finance committee."



DIGITAL BOARDS PROGRAMME

Our new development offer is designed to support boards in leading the digital transformation agenda. Delivered in partnership with Public Digital and supported by Health Education England and NHSX, this programme aims to build board understanding of the potential of the digital agenda and its implications, and increase the confidence and capability of boards to harness the opportunities it provides.

The programme offers:

- Free bespoke board development sessions to provide boards with an opportunity to reflect on their current digital maturity and how digital ways of working and technologies can support the delivery of trust strategic priorities
- Peer learning accessed through digital transformation seminars, member spotlight events, peer mentoring and a wide range of resources accessible on our knowledge hub
- Publications including leadership guides themed around hot topics for trusts at different stages in their digital journey and member insight briefings designed to share the learning from other trusts.

What boards say



My board found it incredibly inspiring to take part in the session. It helped us to understand what digital really means and perhaps as importantly what it is not, enabling us all to participate in the discussions and debates. We recognised a number of fundamental issues that have the potential to drive us forward as a result of the session, which will help us to frame our future strategies.”

To find out more email

louise.stopford@nhsproviders.org

or visit

nhsproviders.org/training-events/digital-boards



BESPOKE IN-HOUSE TRAINING

We can deliver all of our Board development and GovernWell training modules in-house exclusively for your organisation and tailored to your specific requirements. Over the past three years we have delivered training in-house for over 50 NHS trusts and NHS organisations, delivering the right results based on their strategic objectives and corporate development needs.

Our ability to showcase good practice, incorporate presentations, exercises and case studies involving peers, and act as a critical friend to challenge current thinking, is particularly valued by the boards we have worked with. Our strong relationships and collaborative working with NHS Improvement, the Care Quality Commission and other partners means we can set our programmes within the most up-to-date contexts.

Bespoke board development programmes

We also provide bespoke board development programmes for individual trust boards tailored to your strategic objectives and development needs. Our ability to showcase good practice and act as a critical friend to challenge current thinking is particularly valued by organisations we have worked with.

Benefits of in-house training for your trust:

- Courses built for your team specifically designed to be highly relevant to your needs
- An open environment to discuss your most pressing issues
- Training held at your preferred location, reducing your team's travel time and cost
- A strong policy focus with materials reflecting the most up-to-date developments
- A range of interactive training methods including presentation, practical exercises and case studies.

To find out more email
laura.ward@nhsproviders.org





GOVERNWELL TRAINING PROGRAMME

The national training programme for NHS foundation trust governors

GovernWell is aimed at equipping governors with the knowledge and skills required to fulfil their statutory role and responsibilities, as set out in the NHS Act 2006 and the Health and Social Care Act 2012, whether they are new to the role or longstanding governors.

The programme was established in 2007 and to date has supported over 7,000 governors.

We deliver over 30 open and bespoke training courses every year. Our trainers all have extensive NHS experience at senior level, and governors benefit from their first-hand knowledge.

We use a variety of talks, exercises and case study material, supplemented by workbooks, videos and other resources, as appropriate.

GovernWell is a four-step programme with resources available to all NHS foundation trusts and their governors including:

- **Pre-induction resources** - supporting trusts to raise awareness and understanding of the governor role among their members
- **An induction toolkit** - a workbook to support trusts' own induction programmes
- **Core skills training** - for governors in their first year of their first term of office, and for those who require refresher training, covering the skills and knowledge governors need to understand and perform their role
- **Specialist skills training** - focusing on specific aspects of the statutory governor role, these in-depth modules help to form the basis for a deeper understanding of the governor duties.

We also deliver GovernWell training courses as bespoke in-house training, designed for individual councils of governors, or a group of councils.

Core skills is the most requested training course but all of our specialist modules can be offered on a bespoke basis. In the last year we have undertaken the governor role in the recruitment of non-executive directors course for many trusts with the benefit of training the actual panel which will be formed for the upcoming recruitment.

To find out more email
governors@nhsproviders.org



Core skills

Our core skills training builds on a trust's own governor induction programme and aims to help governors understand the NHS in more detail and discuss issues from a position of insight and initial experience in the role.

What will governors gain?

- An understanding of the structure of the NHS and the governor's role within this context
- Knowledge of the governors' statutory role and associated duties

- An understanding of public accountability and local ownership
- An understanding of NHS finance
- The skills needed to hold the non-executive directors to account for the performance of the board.

Who should attend?

- Designed for all types of governors in their first year or for those governors who would like a refresher.

What delegates say



Very impressed by the depth of knowledge of the trainers and the way they involved the delegates throughout presentations."



As a newly appointed governor the training has been very valuable, particularly the group exercise on questioning. The materials are good quality to use, share and apply to the governor role. Really enjoyable day, informative and approachable trainers."



Length of course

1 day



Course locations

Multiple locations across England



Book this course

nhsproviders.org/training-events/governor-support



SPECIALIST SKILLS MODULES

Accountability and holding to account

This course helps governors to gain an in-depth understanding of their role and its limits, and to build a dynamic and effective accountability relationship with their board of directors.

Using a range of interactive learning methods, we look at how governors can be effective in holding their non-executive directors to account for board performance.

What will governors gain?

- An understanding of the roles of the board and the council of governors
- An understanding of accountability relationships and what holding to account means
- Learn the importance of good information and using this effectively in holding directors to account
- Discover the importance of good behaviours and relationships between the board and council of governors
- Practical skills in questioning and making appropriate challenges.

Who should attend?

- All governors.

What delegates say



Gave many insights into 'real' role of the governor with helpful information and tips on making the role more effective".



Length of course

1 day



Course locations

Multiple locations across England



Book this course

nhsproviders.org/training-events/governor-support



Effective questioning and challenge

This course helps governors to work confidently and effectively with their directors by learning to ask effective and probing questions which form the basis of holding the board to account.

We use a range of interactive learning methods, exploring listening skills, questioning styles, and how to frame effective questions, specifically within the context of the governor role.

What will governors gain?

- An understanding of their role in holding to account through the use of effective questioning and challenge
- Advice on ways to communicate more effectively as a member of the council of governors
- Skills and confidence to ask questions of board members, follow up on answers and probe further, where appropriate.

- An opportunity to self-reflect on styles of listening and questioning and for individuals to consider how they might adopt more effective methods.

Who should attend?

- All governors.

What delegates say



I enjoyed meeting people from other trusts, with different levels of experience...presenters were good, very positive and friendly".



Length of course

1 day



Course locations

Multiple locations across England



Book this course

nhsproviders.org/training-events/governor-support



SPECIALIST SKILLS MODULES

NHS finance and business skills

This course helps governors learn more about the detail of a trust's finances and business operations, and how this is relevant to the governors' statutory role.

Participants explore funding flows and the external factors influencing an organisation's operations. They will analyse financial information and frame questions relating specifically to trust's financial reports.

What will governors gain?

- A better understanding of financial flows in the NHS and the financial context in which foundation trusts operate
- An improved appreciation of income and expenditure, cost improvement plans, and possible strategies to support organisational sustainability
- Discover how finance is relevant to the governor role including a better understanding of their statutory role in mergers, acquisitions and significant transactions.

Who should attend?

- Governors with a particular interest in this area.

What delegates say



Every governor should do this."



Length of course

1 day



Course locations

Multiple locations across England



Book this course

nhsproviders.org/training-events/governor-support



SPECIALIST SKILLS MODULES

The governor role in the recruitment of non-executive directors

This course aims to help governors to understand the formal recruitment process and procedures for the appointment of non-executive directors and the chair. It offers practical how-to advice, including an update on relevant legislation, an opportunity to practise formulating interview questions and participate in mock interviews.

What will governors gain?

- A familiarity with the overall recruitment process
- An awareness of good practice in relation to recruitment
- An opportunity to practise recruitment skills.

Who should attend?

- Governors who serve on nominations committees and/or sit on selection panels

What delegates say



I enjoyed it from start to finish and it's given me the tools to go forward and implement them in future interviewing".



Length of course

1 day



Course locations

Multiple locations across England



Book this course

nhsproviders.org/training-events/governor-support



Member and public engagement

Governors provide an important link to the local community and patients by ensuring the trust is publicly accountable for the services it provides.

This module explores what it means to represent the interests of members and the public and reflects on ways to build effective relationships to present their views to the board.

What will governors gain?

- An understanding of the governor and board roles in this area, as laid out in the Health and Social Care Act 2012
- An understanding of why trusts have members and how to engage with them as well as recognise the challenges to effective member/patient engagement
- An opportunity to share good practice with your peers
- How to support engagement activities and the importance of good relationships.

Who should attend?

- All governors.

What delegates say



Very useful, well managed given the high level of interaction."



Very informative and challenging."



Length of course

1 day



Course locations

Multiple locations across England



Book this course

nhsproviders.org/training-events/governor-support



SPECIALIST SKILLS MODULES

Effective chairing for governors

Foundation trust governors attend and often chair a variety of meetings/groups, which when chaired and conducted well, help trusts to achieve their objectives in a more timely way. By introducing some relatively simple changes to the way governors plan, structure and manage meetings, significant gains and benefits can be achieved for patients and service users.

What will governors gain?

- An opportunity to explore good practice in the chairing of meetings and common problems areas
- An understanding of the key elements of effective chairing including being clear about the purpose of your forum, getting the right membership, agenda setting, effective papers and creating a safe inclusive environment to allow appropriate debate and decision making
- An opportunity to develop skills in summarising discussions and dealing with difficult behaviours

Who should attend?

- Governors currently chairing meetings or considering chairing meetings in the future

What delegates say



Very insightful."



Role play was very beneficial in that it allowed me to see ways I can chair and value colleagues."



Productive and a good learning opportunity."



Length of course

1 day



Course locations

Multiple locations across England



Book this course

[nhsproviders.org/
training-events/
governor-support](https://nhsproviders.org/training-events/governor-support)



OTHER PROGRAMMES FOR BOARD MEMBERS

Aspiring chief executive programme

The role of the chief executive in healthcare has never been more important. How we appoint to such posts and help our chief executives to be successful in their role is one of the NHS' most important leadership issues.

The aspiring chief executive programme is a collaboration between NHS Leadership Academy, NHS England and NHS Improvement and NHS Providers. Our organisations have designed a programme to prepare those with the potential to become chief executives, ensuring they have the right skills, attitudes and behaviours to build a better NHS.

Who is it for?

Applications are open to those at director level aspiring to lead at chief executive level in the next 12-24 months.

The programme will enable you to:

- **Understand** the demands of a chief executive role, including the development of strategy, managing an effective executive team and organisational culture
- **Engage** effectively with patients, service users, carers and families of all backgrounds, enabling person-centred care in the local environment
- **Develop** a critical awareness of your leadership style, your bias, blind spots and attitudes to diversity

- **Lead** with confidence in a transforming health and social care landscape and take courageous decisions
- **Gain** a solid understanding of the regulatory and fiscal environment, statutory and regulatory duties, risk and audit, and corporate governance
- **Create** the right conditions for frontline staff.

For more information visit
nhsproviders.org/aspiringceos

Aspiring clinical chief executives programme

We have worked with the NHS Leadership Academy to establish a mentoring programme for clinicians interested in senior NHS leadership, and in particular the role of chief executive.

The programme helps clinicians with leadership aspirations to develop a fuller understanding of the requirements of a chief executive role. It will enable them to develop the skills required and to explore potential routes into NHS executive leadership.

To find out more visit
www.leadershipacademy.nhs.uk

Download our latest reports on these topics

nhsproviders.org/resource-library/reports



OTHER PROGRAMMES FOR BOARD MEMBERS

Member networks

Our market-leading networks meet 3-4 times a year and are specifically designed to help trust colleagues get the information, guidance and inspiration they need to perform their roles more effectively. These networks are open to senior board-level staff employed by one of our members trusts.

We have networks for:

- Chairs and chief executives
- Commercial development leads
- Communications leads
- Community services group (for chairs and CEOs of trusts providing social care/community services)
- Company secretaries
- Digital leads
- Director of operations/chief operating officers
- Finance and commercial directors
- HR directors
- Mental health group (for chairs and CEOs of trusts providing mental health services)
- Non-executive directors
- Nursing and medical directors
- Strategy directors.

What members say



Always find these helpful and the networking is great too. Definitely worth the time out of the hospital".

Ann Radmore, Chief Executive, Kingston Hospital NHS Foundation Trust



After this event I feel confident that I am up to date with developments in the NHS."

Graham Meldrum CBE, Chair, West Midlands Ambulance Service NHS Foundation Trust



Essential and excellent event for keeping in touch and comparing experiences."

Mike More, Chair, Cambridge University Hospitals NHS Foundation Trust



The networking was incredibly helpful. I left with a clear sense that NHS Providers was a strong and effectively-run organisation, that is championing the cause of pressured-providers".

Julia Tabreham, Deputy Chair and Non-Executive Director, Derbyshire Healthcare NHS Foundation Trust

To see a list of our upcoming dates visit
nhsproviders.org/networks



STP peer support programme

The Local Government Association (LGA), NHS Providers, NHS Clinical Commissioners and the NHS Confederation have come together to develop a uniquely sector-led approach offering support for sustainability and transformation partnerships (STPs) and local systems.

Our programme is specifically designed to help those who voluntarily seek help from within the sector and is free to all systems. We are offering support tailored to help local systems including one-to-one peer mentoring, peer facilitated workshops and peer reviews of your system working in light of COVID-19.

Our aim is to help provide an external perspective to challenge your thinking on the next steps of your integration journey. These offers can take place virtually and are fully flexible to be tailored to your specific needs.

Tailored support for local systems

We offer bespoke support comprising of four different options. We can flex our approach as far as possible to meet local needs:

1. STP/local health and care system peer review

Peer review is a robust and effective improvement tool. It involves a team of trained peers, including current or former NHS and local authority chief executives, spending between two and four days with your key leaders. Focused on reflection and learning, rather than inspection and assurance, it provides both support and challenge in a confidential setting.

Our expert peers will help you develop a more objective perspective on your strengths and weaknesses as a system, and allow you to focus on what you need to do differently to deliver on your shared priorities and ambitions. We have also developed a peer-to-peer review model where senior representatives from two systems come together over a day and a half to compare their vision, priorities, successes and challenges. The aim is to share these with experienced colleagues in a safe space to gain a different perspective and new ideas about how to solve common problems. Both peer reviews are suitable for partnerships where relationships need to be consolidated, rather than those at the very earliest stages of maturity.

2. Workshops

Our peer support workshops enable you to identify where you are now and what more you need to do to escalate the scale and pace of integration. Our approach can be adapted to work with a range of complex situations, across diverse organisational structures or multiple planning and commissioning footprints. We usually run half day workshops facilitated by senior figures in health, local government and social care, with follow up as required.

Some workshop examples include:

Integrated leadership: enabling local health and wellbeing system leaders to identify their ambitions, capacity, capability and commitment to make meaningful progress towards achieving a fully integrated local health and care system

When worlds collide – for health leaders: designed to further mutual understanding and effective engagement for place-based leaders in care, health and wellbeing. Focused on either the NHS or local government, it explores organisational differences to help leaders in other parts of the system understand the context in which their colleagues work

When worlds collide – for local government leaders:

focused on bringing politicians and officers from local authorities together to discuss their offer to the local system, and working with both local government and health partners in a locality to identify their shared priorities.

3. Bespoke workshops

We also offer bespoke workshops with system leadership teams where there is a lack of consensus about next steps. We can deliver a series of sessions to help local system leaders to come to a shared understanding of the issues facing their system, and tailor follow up sessions as required.

4. Peer mentoring

We can match system leaders with professional mentors for one-to-one support. Mentoring can be particularly beneficial in supporting leaders to reflect on tense relationships and weigh up difficult decisions. Peer mentors provide advice and guidance for those who require their support.

For more information contact

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NHS Providers is the membership organisation and trade association for the NHS hospital, mental health, community and ambulance services that treat patients and service users in the NHS. We help those NHS foundation trusts and trusts to deliver high-quality, patient-focused care by enabling them to learn from each other, acting as their public voice and helping shape the system in which they operate.

NHS Providers has all trusts in membership, collectively accounting for £84bn of annual expenditure and employing more than one million staff.

FIND OUT MORE

To find out more about the training programmes we offer or to book a place visit

nhsproviders.org/programmes
or email board.development@nhsproviders.org
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