Digital ICS: leadership development sessions

Background

The Digital ICS programme is a free support offer for integrated care boards (ICBs) and integrated care system (ICS) leaders. It is delivered by NHS Providers in partnership with the NHS Confederation and Public Digital, and is supported by Health Education England and NHS England. The programme is an extension of our existing Digital Boards programme and is designed to support leaders to harness digital to deliver system ambitions.

Digital transformation is a fundamental enabler in delivering the four core purposes of ICSs:

- Improving population health and healthcare
- Tackling unequal outcomes and access
- Enhancing productivity and value for money
- Helping the NHS to support broader social and economic development

In order to effectively deliver against these core purposes ICB leaders need to have a full understanding of how to harness new digital opportunities and ways of working.

Our support offer is designed to help ICBs effectively use digital transformation to deliver across their system. Our approach is to focus on one or two of your core purposes as a framing for discussion on using digital as an enabler of the work, not as a separate consideration.

Alongside a set of free and voluntary leadership development sessions, the programme focuses on sharing good practice and peer learning on digital transformation through events and resources. You can find out more about the wider offer here.

Leadership development sessions for ICBs

We understand ICBs are in their formative stages and that headroom and capacity remain limited. Our leadership sessions are therefore tailored to the
development needs of individual ICBs. Through presentations, case studies and facilitated discussions, we build consensus among the board and equip leaders with a clear understanding of the conditions needed for successful digital transformation across systems. We agree specific actions and next steps that are revisited in follow up work with the board. Appendix 1 includes an example of what a first leadership session could look like for an ICB.

Our programme focuses on the collective responsibility of the unitary integrated care board, however we also work with constituent parts of the ICB. Our package of support includes offerings for the integrated care partnership (ICP), subcommittees, programme boards and other decision making forums within the ICB.

In order to drive deeper engagement and great impact across a system, we encourage ICBs to take up multiple leadership sessions. For example, an ICB may wish to take part in a board development session, with follow up sessions then carried out with relevant subcommittees along with a separate session for the ICP. We would present back to the ICB the key insights and messages at the end of this.

Diagram 1: *We will look to work with different parts of an ICB over a period of time*

**Our approach**

In order to understand what package of support is most appropriate, an early induction/scoping call will be carried out with key ICB stakeholders. This will inform a proposal submitted to the ICB. Once a session is confirmed, preparation will be informed by:

- Conducting at least six pre calls key system leaders
- A review of the ICSs’ digital (DDaT) strategy
- A review of any self assessment work that the ICB has already undertaken (such as ‘What Good Looks Like’)

Diagam 1: *We will look to work with different parts of an ICB over a period of time*
Where appropriate, attending or watching any public board sessions carried out by the ICB ahead of the leadership sessions

Given the current pressures on boards, delivery of the sessions remain flexible. Sessions length can be varied however we recommend in order to maximise the value, a longer session is preferred. Sessions can be delivered virtually or face to face. We ask all members of the board or subcommittee to attend.

Our team

NHS Providers has an in-house team which will be your lead point of contact for all aspects of this session. Our team, comprising of members of Public Digital and NHS Providers will work with your board to co-design and deliver the session. The team has a wealth of experience from within and outside the health and care sector.

Please contact Adam Wright to find out more information.

Annex 1 - potential agenda

Please note this is our thoughts on what an agenda could look like. This will change based on our work ahead of the session to bespoke to the needs of the ICB.

Introduction [10 minutes]
This item will briefly outline the purpose, aims and agenda for the session. It will also reflect back some of the messages we heard in the pre-calls, and the emerging themes.

Leading digital across a system [45 minutes]
To help develop a shared understanding of what is meant by digital, this item will cover what digital is, what it isn't, and what potential opportunities digital holds as an enabler for your integrated care system in terms of reducing health inequalities, improving patient and staff experience, and effective use of real time data to inform strategy and decision making.

Assuring, supporting and challenging [75 minutes]
This item will focus discussion on a series of questions for the whole board to use as tools for assuring themselves about the digital literacy and capability of their transformation programmes, and the system as a whole.
In undertaking this discussion we will explore examples from both health and the wider system, to illustrate the ingredients required for success (including the skills and technical capabilities), and identify common mistakes that are made. We’ll also explore barriers and opportunities, prioritisation and future board engagement with digital as the board plays a challenger and supporter role in the system.

In this section we can explore case studies in more depth on particular topics depending on your context and need: for example shared care records, population analytics, safe data sharing practice, interoperability. We will also explore roles across the system, discussing expectations for system, place, neighbourhood and provider level.

**Aligning on success (50 minutes)**

Following the discussion we’ll work with you in an exercise to identify what success looks like now, next, and later. We’ll conclude the session by summarising any key messages and actions the Board may wish to consider following the discussion. We’ll also use this to signpost to future opportunities for our programme to support you in the future.

Digital ICS builds on our existing Digital Boards programme that has delivered board sessions to 80 NHS trust boards. To find out more about our offer for trusts, please contact Digital.Boards@nhsproviders.org