



'Creating a Great Place to Work'

# Transforming Our People

Joy McGimpsey

Head of Organisation Development



*"To deliver excellent integrated services in  
partnership with our community"*

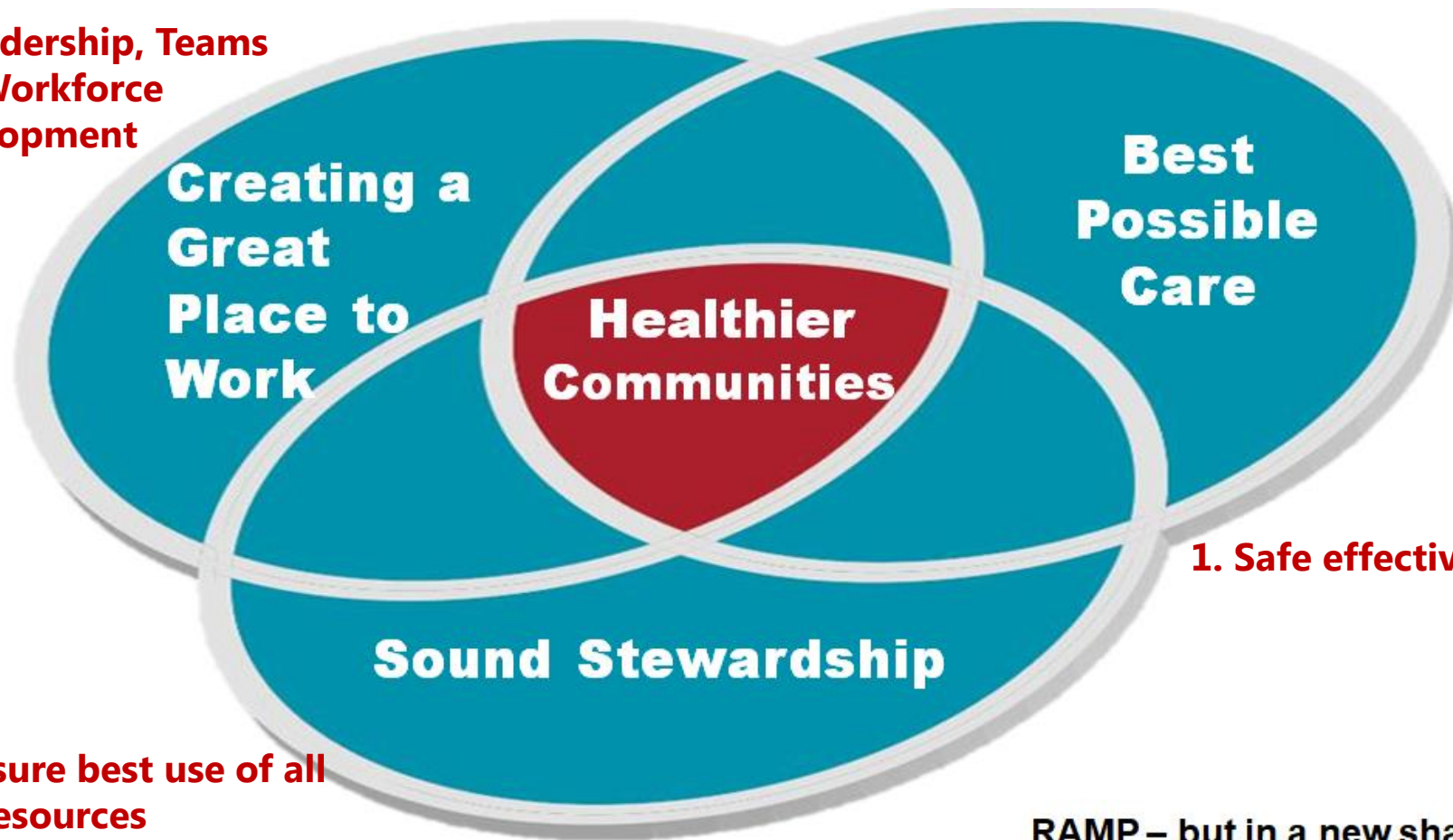


“pink  
and  
fluffy”



“To deliver excellent integrated services in  
partnership with our community”

**4. Leadership, Teams  
and Workforce  
Development**



**3. Ensure best use of all  
our resources**

**RAMP – but in a new shared  
environment**

**5. Partnership**



**2. Continuous Improvement**

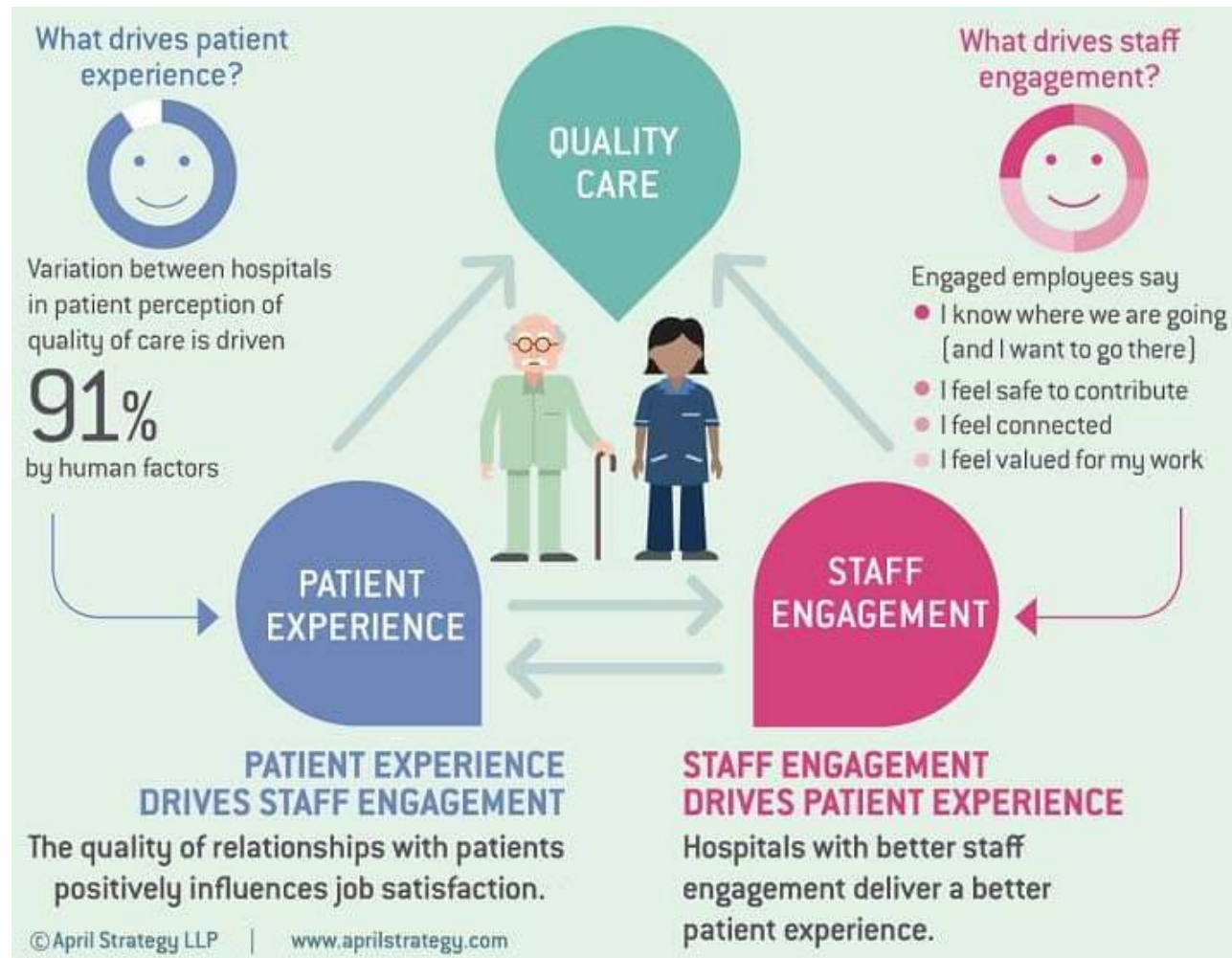


**'Creating a Great Place to Work'**

It's the soft stuff that gets the  
hard stuff done



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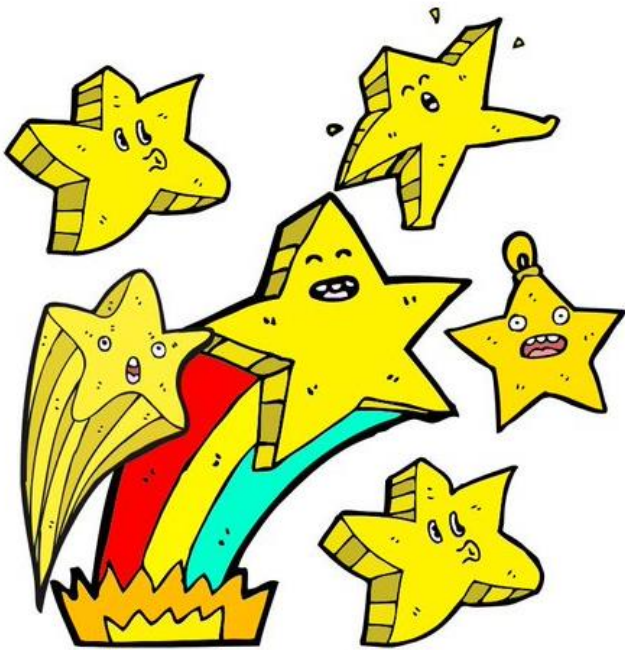
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# Over-planning

# kills

# magic



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# NHSCT OD Team



*"To deliver excellent integrated services in  
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Business Planning

CD Team Development  
Programme

Coffee

Skills Mix

Invest in Yourself

Team meetings

Awards Applications

1:1s / appraisals

Reflection / ALS







Kev House 2019



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## Challenges

- Understanding of OD
- Resource
- Measurement
- Strategic direction
- Reputation therefore expectations/ volume

## Strengths

- Relationships – formal and informal
- Skill mix
- Excellence / delivery
- Reputation for quality
- Development and reflection



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- ‘People’ planning is now a formal part of each Directorate’s planning agenda
- OD role is better understood
- People ‘Advocates’
- Medical Engagement
- Shared HSC values
- 4 highly rated Leadership Conferences
- Successful Leadership Pathways
- Awards shortlisting: HPMA, CIPD, IIP
- Attraction and recruitment to the OD Team
- CIPD Team of the Year 2019



# Culture Change: Creating a Great Place to Work



INVESTORS  
IN PEOPLE

Accredited  
Until 2021

It has improved  
leaps and bounds

There is a vision of  
hope here...There is a  
massive shift and  
I feel it

We have been allowed  
to develop into roles  
by instinct

*I would  
recommend my  
organisation as a  
place to work*  
**65%**

Its in a far better place...  
The atmosphere is more positive...  
We have matured

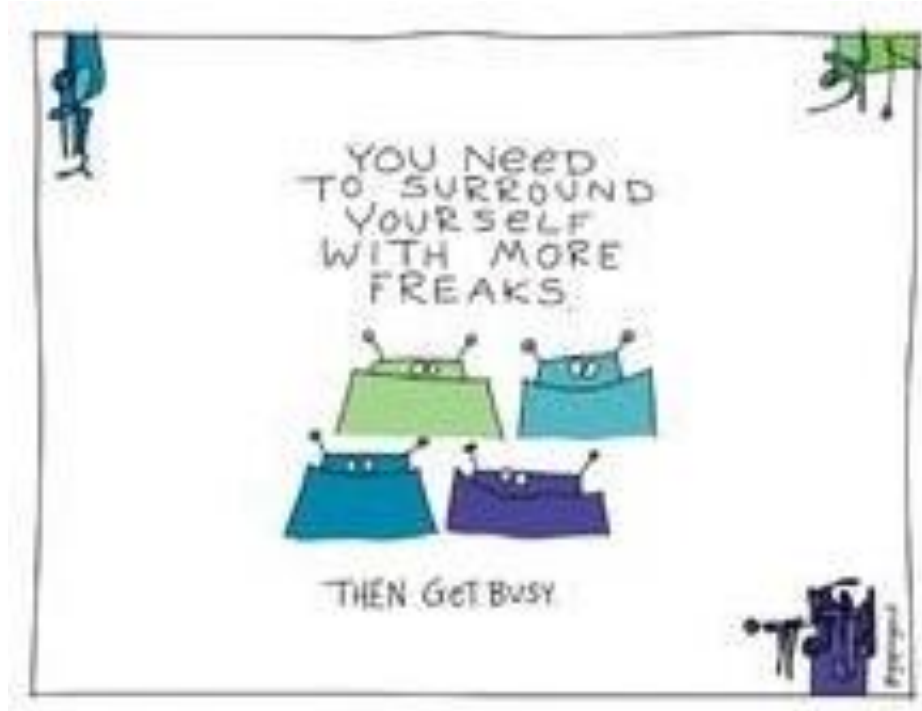


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# Reflections

- Ensure your senior team are bought in: Culture vs climate
- Keep it simple: one consistent message
- Be the change! Invest in yourself and your team



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