



Approach to delivery: how we'll deliver

Our system

The system needs a robust, sustainable and long term programme to support our transformation agenda. This is a long term commitment, to equip our staff with the skills to deliver the programme of work and to achieve long term cultural change across our system. Agreement of a 'C&P STP methodology' (a system-wide approach) is our best chance of success. The focus of the plan will be on identifying high impact interventions to support delivery of our 18/19 priorities across the system. In addition, all activities will support the development of effective teams; building trust across our system and enabling our staff to work easily across boundaries and our health and care system. Funding of £250,000 has been identified to support the implementation of this plan. The following '6 strategic' pillars have been identified for the Cambridgeshire and Peterborough system:

Leadership	Clinical communities	Culture and behaviours	Organisational readiness for change	Softening organisational boundaries	Talent management
<p>System wide, local, in house and bespoke programmes:</p> <ul style="list-style-type: none"> For all: Mary Seacole, Spring Board, Step into my shoes For STP Board and senior leaders across the system: Series of 'masterclasses' – learning from the best/others STP Board development For GP Practices and Lead Managers: Triumvirate For GP Leaders: Thrive Collaborative Leadership 	<ul style="list-style-type: none"> Clinicians to lead the solutions Develop and utilise clinical networks to build engagement and deliver change Create a system wide clinical community Peer support and challenge Evidence based change Telling the story for change 	<ul style="list-style-type: none"> Embed the ambitions agreed in the MOU Develop and share leadership charter Use clinical networks to design, agree and embed new ways of working Build trust and courage Develop a common language across the system Standardised QI methodology based on Plan, Do, Study, Act Focus on using data for improvement Delivery and Enabling groups specific OD/team development 	<ul style="list-style-type: none"> Focus on ensuring our staff experience and engagement is the best it can be across our system Create a sense of belonging to the system 	<p>For 2018/19</p> <ul style="list-style-type: none"> DG prioritisation of projects benefiting from OD e.g., D2A, Neighbourhoods, cardiology CC Enable project teams to develop their own proposals for how to work seamlessly across our system and organisations Establish a QI network <p>Longer-term</p> <ul style="list-style-type: none"> Single system wide approach for transformation of care pathway 	<ul style="list-style-type: none"> Understand the talent pipeline Develop existing staff – systematic rotations or system leadership roles Retain existing staff with an emphasis on 'growing our own' Development of system careers Step into my shoes – an interchange programme Promoting C&P as employing ICS of choice