Understanding our communities

Northumberland

System Transformation Board: Flagship Programmes

- Our Children & Young People
- Our Workforce
- Our Communities
- Our Connectivity
- Our Culture

Common vision

Proactive & Preventative

Community aspiration

Sustainable

Evidence based

Social movement

Widening inequality

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Collective Leadership

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Widening inequality
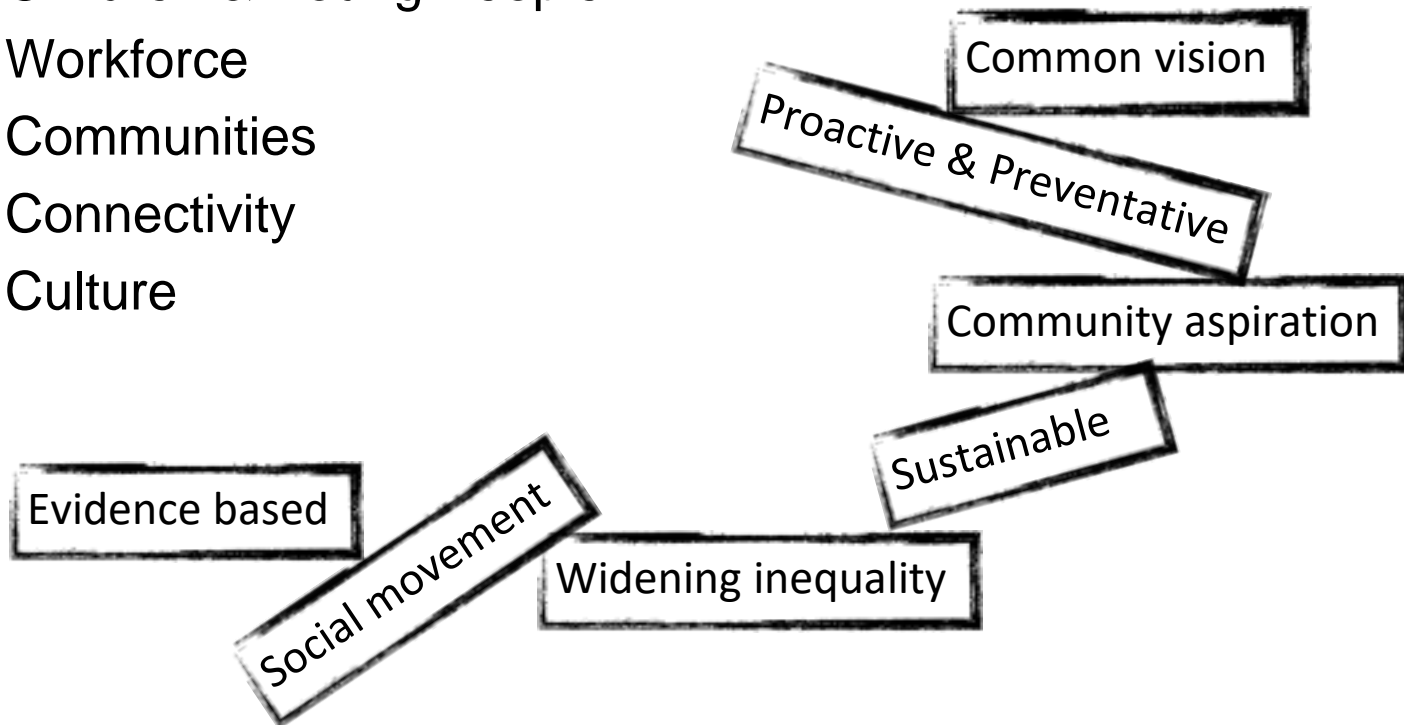
Distributive Leadership

Collective or Distributive Leadership

"Collective leadership entails distributing and allocating leadership power to wherever expertise, capability and motivation sit………everyone taking responsibility for the success of the organisation as a whole….not just for their own jobs or area"

New Culture?…Distributive leadership…"mobilising leadership expertise at all levels in order to generate more opportunities for change and to build the capacity for improvement"

The King's Fund> Center for Creative Leadership

Developing collective leadership for health care

Authors
Michael West
Regina Eckert
Katy Steward
Bill Pasmore

May 2014
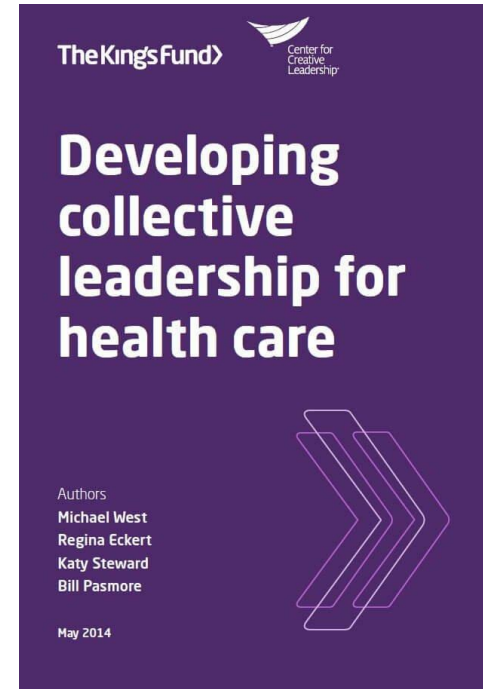
Understanding our Communities

- 2 year journey for system

- System Transformation board flagship programmes

- NHSE OPTUM programme

- Health Improvement Group

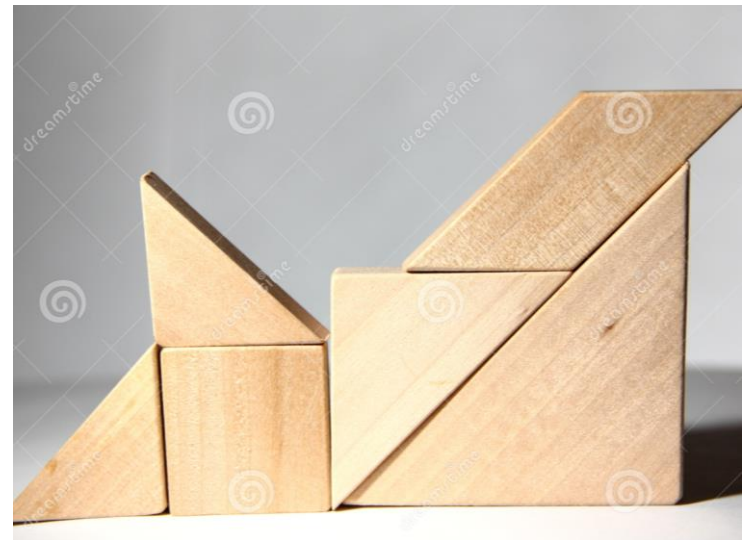- £1million budget released 21/22

Flagship Programmes
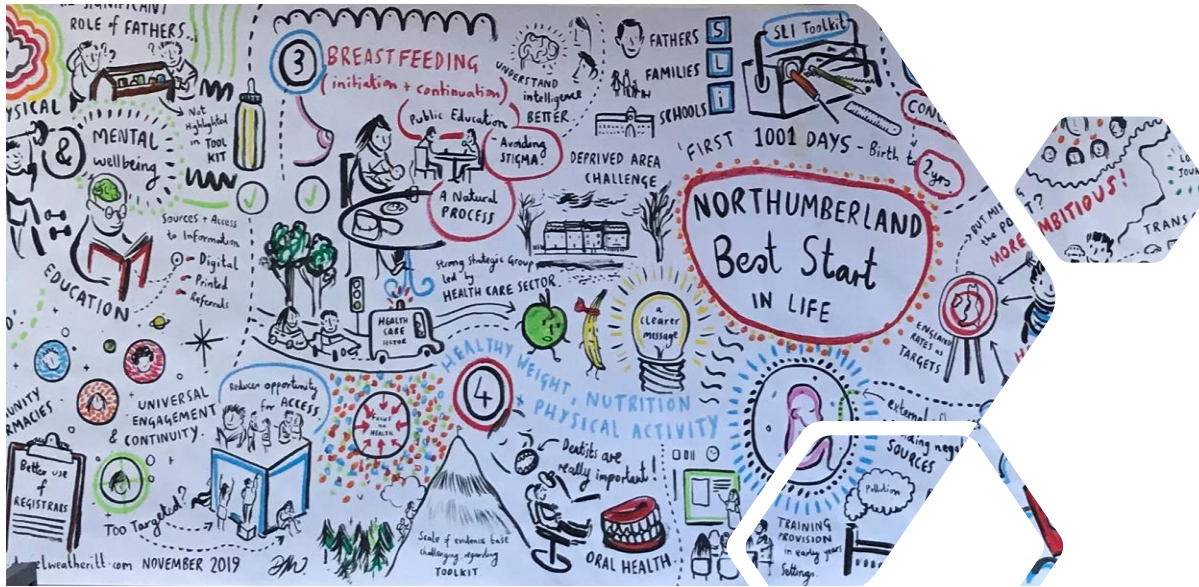
Our Children & Young People

Our Workforce

Our Communities

Our Connectivity

Our Culture

Flagship Programmes

Our Children & Young People

- JSNA (Oct 2019)

- Best Start in Life self-harm workshop (Apr 21)

- Follow-up workshop

- Alcohol & health (Nov 21)

Flagship Programmes

Our Workforce

Strategic workforce planning all sectors

Impact of COVID

Primary care networks (ARRS)

New ways of working

Apprenticeships

Education bodies incl.HEE

•   PCN training (DES)
•   PCCS funding
   - x2 workshops Oct
   - x2 more planned
•   CCG workshops

Flagship Programmes

Our Communities

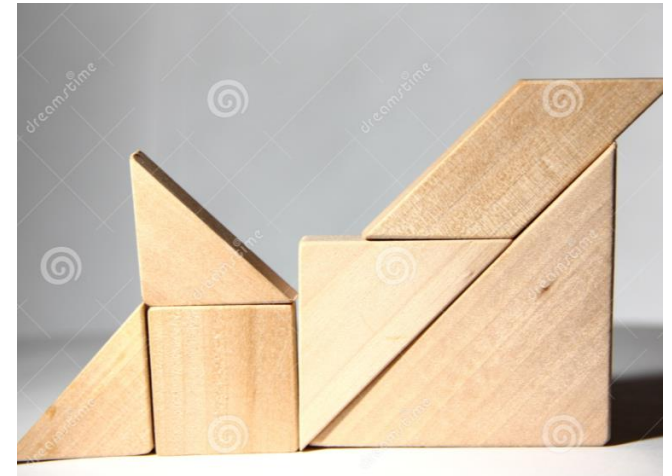Close working LA & Northumberland Communities Together

VCSE Support Commission

"Frontline" digital tool

Greater inter-agency working

Expansion "Good neighbour" scheme

£250k to support PHM

Thriving Together events
- x3 workshops Nov
Sir Muir Grey

Building Blocks

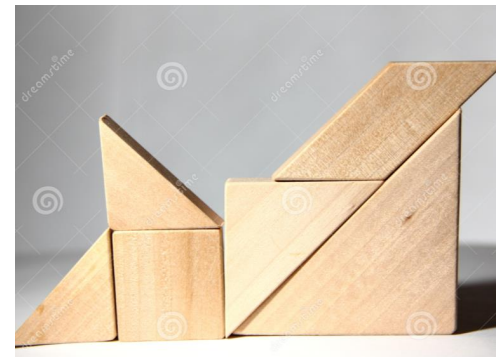**PHM Academy**

Four functions:-

- Data Intelligence & IG

- Education, training & skills

- Design, testing & evaluation

- Communication & Co-production

"One story"

"breaking language barriers"

Impacts:-
- Catalyst for change
- Community buy-in
- Centre of Excellence
- Culture

Building Blocks

Our Culture

- Relationships & trust
- Communities of practice
- Can we build something extraordinary
- Building Hope within our communities