

# Together We're Better is your local partnership of NHS, local government and voluntary sector organisations. We are working collectively to make decisions to transform health and care services across Staffordshire and Stoke-on-Trent.

Our partners are working closely together to achieve this transformation through a series of work programmes. Each programme is clinically-led and focussed on its own aims and objectives to ensure local people have access to high quality, sustainable services for the future.



## Organisational Development and Leadership programme

We want to develop leaders who have the skills and resilience to work in an integrated health and care system that more effectively supports local people. We're working with other Together We're Better programmes to ensure frontline staff are fully engaged and have the tools and techniques they need to continuously improve care and evidence their practice. There is also the need for enhanced partnership working and joint accountability.

### Our priorities and projects

- We want to identify and develop aspiring talent, ensuring as many excellent candidates as possible have the opportunity to fill senior level vacancies
- We're supporting Together We're Better's engagement of health and care professionals
- We want to develop leaders who are engaging and committed to empowering their staff to be the best that they can
- We are continuing to support compassion recognition schemes.

### Our aims and outcomes

- We've successfully bid to become an early adopter pilot for the NHS Leadership Academy's High Potential Scheme, which is aimed at identifying talented members of our workforce to succeed in senior roles
- An innovative Black, Asian and Minority Ethnic (BAME) Leadership Programme is proving to be a great success in seeking to address imbalances in BAME representation in leadership roles at every level, with all available places filled
- An NHS compassion recognition scheme is in place across NHS trusts in Staffordshire and Stoke-on-Trent, with hundreds of staff having received praise from colleagues and service users.

### Case study

**How Tendai was empowered to take the next step:** Tendai decided to sign up for the Staffordshire and Stoke-on-Trent, Stepping Up Black Asian and Minority Ethnic (BAME) leadership programme, as a result of feeling she was not developing as she would like to in her career. When starting the programme Tendai did not have high expectations. However, the course left her feeling empowered; teaching her to take a different approach to her development, building her confidence and accepting her own identity. She gained confidence to believe she can impact and influence change around her. Working with the skills she developed through the course, Tendai now feels confident and empowered enough to put herself forward for more senior roles. The Staffordshire Stepping Up BAME programme is helping to support dozens of people like Tendai to embrace leadership roles across the local health and care system.

