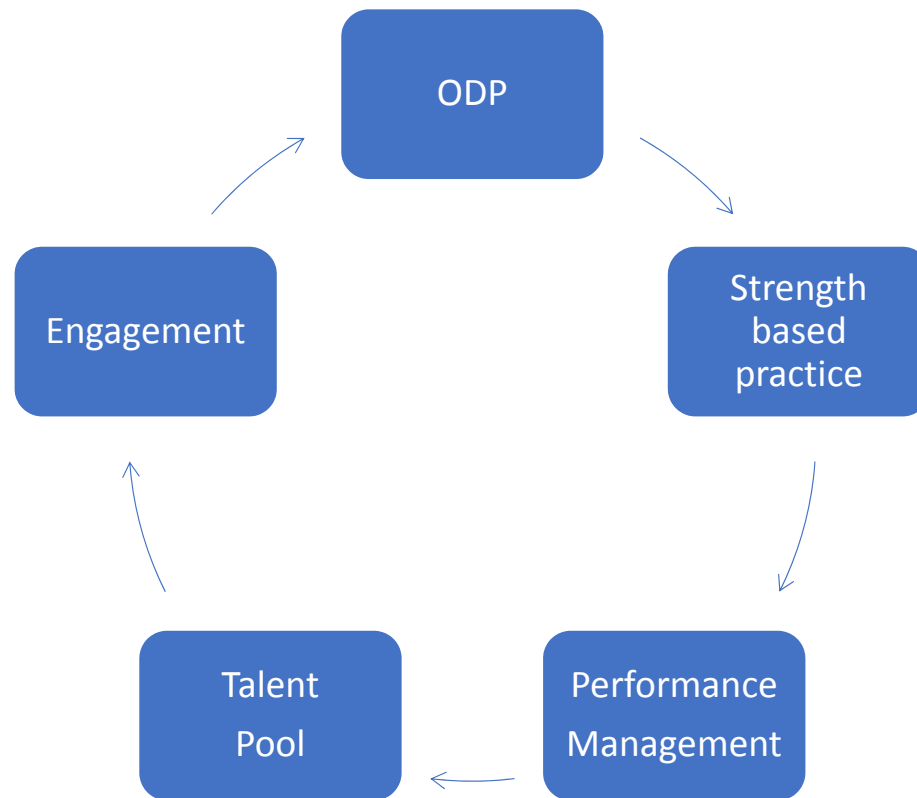


Adult Social Care Culture Change



Owning and Driving Performance

- ▶ In planning stages
- ▶ Programme of management culture change
- ▶ Combination of key messaging, development, practical input, coaching and challenge
- ▶ Planned for 2020

Question - synergy with Corporate Work?



Strength-based Practice

- ▶ In delivery with refresh planned for 2020
- ▶ Promoting Independence Meetings
- ▶ Developing Excellent Practice Programme
- ▶ Early Resolution and Therapy-led Enablement operating model

Next step - team by team practice change

- Market management approach to be developed
- joint working across Council

Performance Management

- ▶ Development of dashboards
- ▶ Benchmarking and analysis
- ▶ Next step - bringing together evidence of practice, productivity, outcome and output at team level
- ▶ Next step - culture of accountability and action

Talent Management

- ▶ Talent Pool
- ▶ Next steps - apprenticeships and career progression
- ▶ Next steps - develop an approach!



Engagement

- ▶ Friday Message
- ▶ What's new in Adult Social Care
- ▶ Workforce Model engagement
- ▶ Quarterly SLT roadshows
- ▶ Next step - Refresh of coproduction approach
- ▶ Next step - reaching new audiences
- ▶ Next step - digital interfaces to capture immediate feedback
- ▶ Next step - insight
- ▶ Next step - Community development