



**Shaping
our future,
together**

Future Together Group

Monday 9 May, 2022

We'll be using Kaleidoscope rules today:

1. **If you're unmuted, we'll presume you want to come in.** So be deliberate about whether you're unmuted or not!
2. **We'll give you notice if we're going to come to you.** When we go round, we'll be introducing three people at a time, so you have a chance to unmute.
3. **Use chat for two reasons:** when prompted, and for comments to be taken away. We'll be asking you specific questions, and we'll get a transcript of all comments.
4. **We still want your views after the meeting.** If you have further comments to make, please email Charmian@kscopehealth.org.uk
5. **Don't despair if your technology is not working!** Our tech lead for today is Peter who can be contacted on support@kscopehealth.org.uk

Additionally...

Do protect yourself from Teams fatigue! All of us are working in different times, most of us in different locations, many of us with a different set of distractions.

1. If at any point you need to deal with children, pets, delivery people, or un-reschedulable calls, please just turn your camera off and do so.
2. If your technology fails and you cannot access the meeting by telephone, or you have to leave, we'll have recordings and slides available at a later date.
3. **Please note: we'll be recording the session today** so that we can share them afterwards. We won't record participant contributions or discussions.

Today

Our objectives

1. Get to know each other and how we like to work
2. For you to feel confident in your role, and know how you will be supported during the process.
3. To think about the contract we have with Homerton in doing this work

Our agenda

- 11.30: Welcome and introductions
- 11.40: What is this strategy thing?
- 11.45: Your role
- 11.50: What does success look like?
- 12.05: Our contract
- 12.25: Closing reflections
- 1pm : Close

**Do you have any technical or
administrative distractions?**

Please start your response with **A1:**

Introductions

Who are you?

If you were not here today, what would you be doing?

What is this strategy thing?

What we don't want...

Strategies without
engaged staff rarely
work

“Who came
up with
this?”

“It’s nothing
to do with
me”

“There’ll be
another one
along in a
minute”

“Nothing
changed
last time”

What we do want...

Engagement which values learning from the past

.....

Engagement which lays the foundations for sustainable change

.....

A strategy that is informed, recognised and owned by staff

An understanding of the barriers and enablers which the strategy will need address if it is to be successful

Staff not just 'bought in', but energised about the strategy and the process of developing and delivering it

An understanding across staff groups about why this matters to them and what they need to succeed

New ways of gaining insight and strategic advice

Recommendations that reflect the voices of the diversity of staff and help take us forward

Strategy process on a page (don't be scared!)

School holiday

February

March

April

May

June

July

w/c

7

14

21

28

7

14

21

28

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11

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25

Confirm messaging and branding



Process launched through internal and external comms

'Design and Delivery Group' to for leadership and decision-making

Final drafting



Publication of "Future Homerton" document

Supporting the 'Future Together' group

Governance arrangements



Recruitment process for representative 'Future Together' staff group

Preparation/ coaching

'Future Together' group peer to peer engagement activity

Synthesis and report writing

Report from the Group. Presentation to Board

Additional internal engagement

Confirm activities and priorities



Events info published and staff able to sign up to

Developing bespoke engagement for specific groups

Staff engagement events

Synthesis and report writing

Report of internal engagement

Survey - catering to multiple audiences

External engagement

Confirm activities and priorities



Events info published and stakeholders able to sign up to

Community events and outreach

Engagement with ICS

Synthesis and report writing

Report of external engagement

Board, Governor and Member engagement

Confirm activities and priorities



Governor engagement with Members

Synthesis and report writing

Workstream reports



Board seminars



Strategy development process

We are here - at the launch of the engagement activities

School holiday

w/c

February

March

April

May

June

July

Confirm messaging and branding

Process launched through internal and external comms

Overall comms and management

'Design and Delivery Group' to for leadership and decision-making

Final drafting

Publication of "Future Homerton" document

Supporting the 'Future Together' group

Governance arrangements

Recruitment process for representative 'Future Together' staff group

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Workstream reports

Board seminars

**What most excites you about this
strategy process?
What questions do you have?**

Please start your response with **A2:**

Your role

How will this work?

Principles of a citizens assembly approach

- People are brought together to consider what should be done on an issue
- They hear evidence from a range of people about the topic
- They get to discuss evidence they hear and have plenty of time to think
- Facilitators help participants explore the evidence and discuss options
- Over time, the group arrives at a series of recommendations
- The recommendations are considered and responded to by the Executive Leadership Team

Citizens' assemblies are:

- Diverse
- Deliberative
- Lengthy. They give participants the chance to get under the skin of a problem
- Informed. Participants leave as experts in their own right
- 'By the people, for the people'.
- Professionally facilitated. They are impartially facilitated to enable rich and meaningful participation

- **Leave job titles at the door**
- **Be yourself, not representing others**
- **Make the most of the opportunity - for Homerton, but also for you**

Your task

The group's task is to spend 4 weeks reaching out across the organisation to speak to staff and establish:

- **What it would look like for Homerton to be thriving in 5 years time?**
- **What changes are needed to get there?**
- **What action should be taken now to begin the journey?**

At the end of this research and engagement period **the group will produce a report for the board with recommendations** about what should be in our Homerton Healthcare strategy.

Key dates for the Future Together Group

- Coaching sessions
 - 9 May 11.30 - 1pm
 - 11 May 10.00 - 11.30 am
 - 13 May 12.30 - 2pm
- **w/c 16 May - Group begin on their task**
- **22 June - Group present findings to the Board**
- **24 June - Group's report is finalised**
- w/c 27 June - Informal group thanks event
- w/c 17 July - What next? (and formal thank you) event with executive (TBC)

Time to be brave!
There are no stupid questions.
Is there anything that you like to know about your role
but you haven't yet been able to ask?

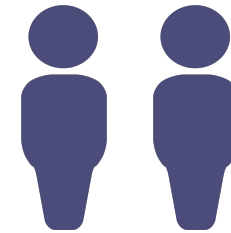
Please start your response with B1:

What does success look like for us?

Breakout 1

We don't want this to be a tick box exercise.

How will we know if we've done a good job?



Question C1

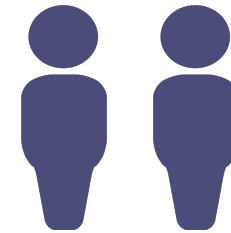
**We don't want this to be a tick box exercise.
Leap forward in time, the strategy is in place.
How will we know if we've done a good job?**

Please start your response with C1:

Breakout 2

Think about the role of the group, and your role as individuals.

What principles do you want to commit to make sure you do this task well.



What principles do you want to commit to make sure the group carries out its role in the strategy development process.

Please start your response with **C2:**

Homework

Please fill in this survey about how you want to work.

By WEDNESDAY

https://docs.google.com/forms/d/1k3UR4yr2NEXgMb4S_6Nsn-SRsQJgBt72IOQsjYQmp88/preview



Closing reflections

Thank you

Any further comments or reflections, please email Rich at:
richard@kscopehealth.org.uk