

## Stockport NHS Foundation Trust

Stockport NHS Foundation Trust was established on 1 April 2004, one of the first groups of Trusts to be awarded Foundation status. The Trust provides acute hospital care for children and adults predominantly across Stockport and the High Peak area of Derbyshire. The catchment population of its services is 350,000. It employs over 3,600 staff working across four sites. Its major hospital is Stepping Hill located on the A6, south of Stockport town centre.

### Background

Stockport has always striven to be leading edge in its approach and successful in delivering an excellent patient experience. The Trust has focused for many years on developing **Clinical Leadership** and **Clinical Engagement** as well as helping its non-clinical leaders to be able to engage staff and work with leading edge management techniques.

It also continuously strives in OD terms to improve its effectiveness as an organisation and to align HR Strategy with Clinical Quality initiatives and Workforce Planning.

### Testimonial

*"I have had so many positive comments today on your last course - you must have worked really hard - thanks and well done."*

#### HR Director

*"I must tell you that it was one of the most enlightening and enjoyable courses I have been on. Thank you for your time and expertise."*

#### Clinical Director

*"Thanks for the very enjoyable few days I spent developing my leadership skills."*

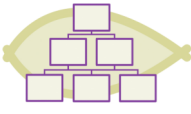

#### Assistant Divisional General Manager

### Solutions

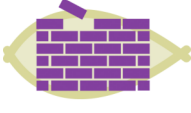

Learning Partners has worked for over 10 years providing many different cost effective solutions to Stockport. Learning Partners' staff have built good relationships with the Clinical Directors and many people in non-clinical leadership roles through our Leadership courses and facilitation of many management and clinical team Away Days and Strategy Planning sessions.

A special initiative was to support a recently appointed and extended group of Clinical Directors by **facilitating** a new **CD Leadership Forum** and providing **skills input** and **coaching**. The group has grown in confidence and effectiveness and has developed into an effective decision making body supporting the Medical Director in achieving the Trust's Quality Strategy.




## Strategy & Consulting

	<b>Organisation design &amp; development</b>		<b>Facilitation</b>		<b>Communication strategies</b>
<p>Learning Partners has worked on a project called the 'Stockport Approach Blueprint' reviewing the <b>decision making methodology</b> of the Trust, improving its meeting techniques and adopting leading edge techniques for problem solving and leadership. Learning Partners has facilitated many <b>Board, Executive Team, Governors, Senior Management, Clinical Directorate</b> and <b>Medical Education</b> meetings. Learning Partners has trained its leaders in principles and skills of <b>effective communication</b> using our NLP expertise.</p>					




## Competencies and Career Frameworks

	<b>Competency framework</b>		<b>Competency cards</b>	<p>Learning Partners designed a competency framework and competency cards to make the competencies easy to use.</p>
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## Talent Tools and Processes

	<b>Selection process &amp; guides</b>		<b>Development guide</b>		<b>360° questionnaires</b>
<p>Learning Partners has provided these tools in support of the Trust's HR strategy and using the competency framework we designed.</p>					

## Learning Events

	<b>Leadership skills</b>		<b>Team building workshops</b>		<b>Coaching &amp; mentoring skills</b>
<p>Learning Partners' Leadership courses have been extremely successful and have been running for several years. They have been effective in building relationships between clinicians and non-clinicians.</p>					

## Coaching & Mentoring

	<b>Coaching</b>	<p>Learning Partners has provided individual NLP based coaching to many individuals, alleviating their stress and improving their performance.</p>
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