

STEPPING INTO MY SHOES

What is Stepping into My Shoes?

It is an informal staff development opportunity that involves creating an 'interchange' of learning experiences and is a simple concept of matching learners and sharers together with the intention of a mutual learning opportunity. The Learner shares what they are looking for in terms of experience in another organisation while the Sharer reveals their skills and knowledge and in what capacity.

Some organisations already have similar schemes within their own organisation, however, this expands the range of opportunities to include organisations from health and social care and across different sectors e.g. hospital, general practice, community health, mental health and council.

Where is this being offered?

This is an STP scheme being offered in Central Bedfordshire. The Central Bedfordshire Transformation Board has agreed for the scheme to be run in Central Bedfordshire place. Central Bedfordshire leaders have indicated they would like to test the scheme within a placed-based approach; therefore involving all the staff and organisations across Central Bedfordshire. This includes:

- Bedford Hospital Trust
- Luton and Dunstable Hospital Foundation Trust
- East London Foundation Trust
- Cambridgeshire Community Services NHS Trust
- Bedfordshire Clinical Commissioning Group
- Central Bedfordshire Council

The scheme is already running in Bedford Borough, Luton and Milton Keynes place as well, so as part of this scheme participants can be matched to colleagues based in these locations should they wish. The longer term intention is to open up the scheme across the whole of BLMK.

Who should participate?

The scheme has been developed to support local leaders to work together, learn and share knowledge from across the system to create public services that are more integrated based on the needs of the local population. It is therefore a leadership development opportunity, however, our BLMK Leadership and OD Plan values collective leadership, recognising that leaders exist in all levels of our organisations. The scheme would therefore benefit those staff, clinical and non-clinical, that have identified leadership development within their personal development plans, and particularly those staff that are supporting integrated ways of working across organisations and health and social care sectors.

Why is line management feedback being requested?

6 months after the Stepping into my Shoes initiative takes place, line managers will be asked for their comments on the real impact of the initiative for their staff, their work, and their relationships with STP partners. This will help to illustrate the real benefit of the initiative on the ground.



When will the scheme start?

Learners and Sharers will be able to access the scheme from 3 June 2019 and are asked to aim to complete their learning experience within a reasonable time, when an evaluation will take place.

There will be an evaluation of the scheme to allow for possible alterations to take place but it is anticipated the scheme will continue on an ongoing basis.

How do I take part?

From the 3 June 2019 you can follow the survey monkey links in the attached Flyer to participate as a sharer or learner. The Learner shares what they are looking for in terms of experience in another organisation while the Sharer reveals their skills and knowledge and in what capacity. Learning experience offers/requests will then be matched.

Matched learners and sharers will then receive an e mail informing them of the outcome and will be asked to make arrangements/supported to make arrangements for their learning experience.

In taking part in the scheme Sharers and Learners agree:

- To undertake the learning experience within the outlined timescale.
- To seek prior agreement from line manager to undertake learning experiences in line with organisational study leave policy/requirements and personal development plans.
- Not to disclose any sensitive / private information disclosed whilst undertaking the learning experience.
- To provide evaluation feedback via a short phone interview / survey monkey questionnaire.

Who do I contact if I have any questions?

Please contact: Monty Keuneman BLMK Workforce Transformation Project Officer:

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