

Stepping Into My Shoes



Process Outline

Stepping into my Shoes 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.

The Stepping into My Shoes opportunities could include:

- Shadowing staff within other organisations or sectors, such as health or social care, for a few hours/a day.
- Access mentoring or coaching.
- Join/facilitate a cross-organisational action learning set.
- Join our BLMK Leadership Alumni.
- Visit a department/service to see how it approaches supporting local people.
- Facilitation of action learning sets.
- Attend one of our health or social care public meetings to see how they make decisions affecting local people e.g. Health and Wellbeing Boards, Governing Body Meetings etc.
- Share experiences to support both your development and the BLMK integrated care system.
- Share learning, build relationships and organisational development.

Process

- The initiative for the BLMK ICS is now running across in all locations.
- Individuals will be asked to complete a short survey to outline interest in taking part; whether they would like to take part as either a learner or sharer or both; an indication of where they would like to be matched up to.
- Once completed the surveys will be used to undertake a matching process. Where an obvious match is found individuals will be notified of who they will be matched to and asked to make their own local arrangements to undertake the Stepping into my Shoes exercise within a reasonable amount of time.



- Where the matching of individuals is not clear, named contacts in participating organisations will be asked for assistance to help find a match.
- At the same time of notification of the matching process a short evaluation survey will be issued to individuals seeking feedback on their experience, what they learnt, what was achieved and any actions they will be taking forward as a result of the initiative.
- An evaluation of the scheme will be undertaken which will include case studies based on feedback to help illustrate the benefits of the initiative going forward.
- A follow up survey will be sent to line managers 6 months after the matching process to gain feedback on how the Stepping into my Shoes initiative has impacted on their member of staff, their work and the wider STP.

In taking part in Stepping into My Shoes staff agree:

- To take part within timelines outlined in the scheme.
- To obtain Prior agreement from their line manager and adhere to organisational study leave policy.
- Not to disclose sensitive / private/ confidential information gained whilst undertaking the initiative.
- To provide feedback via the completion of a short evaluation survey.

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