

Stepping Into My Shoes

Fit for the Future

Working together to keep people well

Cambridgeshire and Peterborough Sustainability & Transformation Partnership (STP)

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 wide scheme. The STP Leadership and OD Network have indicated that they would like to run the scheme involving all the staff and organisations. This includes:

- Cambridgeshire Community Services NHS Trust
- Cambridge University Hospitals NHS Foundation Trust
- Cambridge and Peterborough NHS Foundation Trust
- North West Anglia Foundation Trust
- Papworth Hospital Foundation Trust
- Cambridge and Peterborough Clinical Commissioning Group
- Peterborough City Council
- Cambridgeshire County Council



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, the STP 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

Stepping Into My Shoes

Fit for the Future

Working together to keep people well

Cambridgeshire and Peterborough Sustainability & Transformation Partnership (STP)

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 benefits of the initiative on the ground.

When will the scheme start?

Learners and Sharers will be able to access the scheme from 1 November 2018 and are asked to aim to complete their learning experience within a reasonable time and complete an evaluation.

The results of the evaluation will be used to help develop the initiative going forward.

How do I take part?

From the 1 November 2018 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 C&P Workforce Transformation Project Officer:

E mail: monty.keuneman@nhs.net

Tel: Mobile: 07908 714 215

