

Stepping Into My Shoes

Fit for the Future

Working together to keep people well

Cambridgeshire and Peterborough Sustainability & Transformation Partnership (STP)

The Cambridge and Peterborough STP Leadership and OD Network has a priority to embed a system approach to talent management to maximise and retain talent within the system. Where leaders at all levels consistently work together across teams, organisational boundaries, professions and the wider system to help each other do the best they can for the place and populations they serve.

Integrated Care Systems require local health and care partners to work together in new and different ways, Stepping Into My Shoes is an initiative which supports local leaders to work together, learn and share knowledge from across the system with their teams and services to create public services that are more integrated based on the needs of the local population.



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 their experience in another organisation with their teams and services, while the sharer reveals their skills and knowledge and in what capacity. Line management feedback on the impact of the initiative will be requested

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 or longer.
- Access mentoring or coaching.
- Join/facilitate a cross-organisational action learning set.
- 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 C&P STP.
- Share learning, build relationships and organisational development.

How to get involved

Simply visit the links below to complete a short survey to start your Stepping into my Shoes journey. We will then match learners and sharers to learn together.

I want to be involved as a learner

[Click Here](#)

I want to be involved as a sharer

[Click Here](#)

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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

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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



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Processes and Understandings



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 their experience in another organisation with their teams and services, while the sharer reveals their skills and knowledge and in what capacity. Line management feedback on the impact of the initiative will be requested

The Stepping into My Shoes opportunities could include:

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Process

The initiative will begin on 1 November 2018. C&P partner organisations to begin the publicity of the initiative.

Individuals will be asked to complete a short survey to outline interest in taking part in the pilot; 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.

Where the matching of individuals is not clear, named contacts in participating C&P STP 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.

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Processes and Understandings continued

The evaluation will be used to improve the initiative and to create 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.



Agreed understandings in taking part in the initiative

Agree to take part within timelines outlined in the process above.

Prior agreement from line manager to take time away from normal activities and to feed in their comments to the evaluation six months after the event.

Agreement not to disclose sensitive / private information gained whilst undertaking the initiative.

Agreement to provide feedback via the completion of a short evaluation survey.