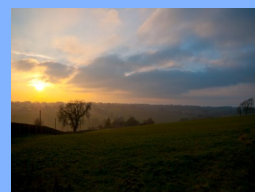




Jan's Weekly Update

Jan Ditheridge, Chief Executive

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Time for reflection

On Monday I attended a workshop led by the Leadership Academy and our regulators NHSI. I had given them some feedback in a survey about what sort of development I thought aspiring and new Chief Executives need - so they invited me to a planning day for their next cohort (that will teach me). It was a really interactive session, they worked us hard but left me reflecting how passionately I feel that people need support to do the jobs we do - not just Chief Executives but all staff and of course it's so tempting to put it to one side if we are busy and under pressure; which is of course when we need it most.

This thought was reinforced on Tuesday when I met with Professor Pietroni who leads the small charity, The Elizabeth Bryan Foundation Trust, that has supported us to get our mentor programme off the ground. Again I was put through my paces, as he helped me reflect on my own mentor skills, in a supervision session. Mentoring is a responsibility and supervision is critical to maintaining and developing the skills to do it well.

We then moved into organisational stuff and I commented that, whilst I'm pleased we have about 13 active mentors, surely we could encourage more. So many of you have the skills to be great mentors - and I know it's hard to find the time and there are now many other ways to access reflective practice in our Trust, but it would be great to see more of you accessing the training and supporting colleagues.

He thought I was being hard on myself, 13 mentors with 2 mentees each means about 234 reflective practice sessions have taken place. Mentors and mentees gain so much and having seen people heal, grow and value themselves more through the process no wonder I want more of you to experience that - patience.....more will come.



Visit to Physio services

Reflective practice was a topic of discussion at our Exec Visit to Physio services in Princess House in Shrewsbury this week. Andy Laing their team leader talked us through their successes, challenges and attempts to secure some support to deal with the emotional labour of their roles.

We explored ways they might access that and I committed to help them, Ros committed to take their IT connectivity challenges away and come back with some answers and Julie committed to supporting some of their issues regarding use of space and privacy and dignity relating to the environment. Ros also agreed to talk to her team to see if they could support them to be more creative with their funds and other NHS partners funds to improve Admin support. A fair amount of negotiation went on during that visit. We all ended up with an action!!

We briefly met some of the other members in the team, all of whom were busy with patients. I was fascinated hearing about the career portfolios of the team - all had two or three different jobs as well as MSK physio including a yoga teacher, a clinical management role and orthopaedic triage. They say a portfolio career is the choice of the new generation of workers, well they can learn a lot from our physio team.....who've been doing it for years.

A number of goodbyes....

I said goodbye to one of my team this week. Many of you will know Mel Duffy is leaving to lead a GP Alliance in Coventry. I am writing this to you in a restaurant waiting for her and the rest of my team so we can say our final goodbyes and thank yous to Mel over our tea.

I'm very excited about our gift to her - we've bought her a Zombie Bootcamp day - those who know Mel will immediately know she will love that. For those who don't know what it is, it's a bit like a whole day of HIT classes while chasing or being chased as a Zombie, across the countryside near Kidderminster. Not for everyone but Mel will love it and hopefully she will not forget us in a hurry!

There have been a few changes recently, people leaving and taking up new posts and I've asked Chris Hudson our Communications Manager and a few others to share those changes with you in Inform so you know who's moved, and who's responsible for what!

Well my team are starting to arrive so I had better go and chat to them now. I do hope we've got the gift right I'm a bit nervous now, seemed a good idea when I bought it.

Half term next week so if you're off enjoy, if not thank you for working.

Until next week

Jan Ditheridge
Chief Executive

