



“ It’s not rules and regulations. It’s the way people work together ”

‘What Makes Great Boards Great’

Jeffrey Sonnenfeld,
Harvard Business Review Sept 2002

"Healthskills contribution to the development of our Board has been truly excellent, helping us to really knit together and work effectively as a team. I cannot thank you enough."

Harry Holden

Chairman, Ashton Leigh
and Wigan Community
Healthcare

For further discussion about the use of the Framework and the Board Development Programme in your organisation, please contact our programme manager
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NHS Board Development Programme

Our Approach

The way people work together is the foundation of Healthskills’ work with NHS Boards. Systems and processes of governance are important of course, but the best processes in the world will not ensure great Board performance. It’s the Board’s leadership, behaviours and values that really make the difference. Levels of trust, the ability to challenge appropriately; to make and keep to sound decisions, the balance of individual and corporate responsibility; and fluidity of portfolios are all elements that make or break great Boards.

The Healthskills Board Development Programme is based on a set of competencies for NHS Boards aspiring to be high performing, driving an excellent organisation. They draw on research and best practice from both the public and private sectors.

Our outstanding team of experienced consultants works closely with your Board to diagnose individual and collective need to provide the most effective targeted support. This may include Board observation and assessment, psychometric profiling, 360° feedback, 1:1 interviews and Board challenge. A full feedback report mirroring the framework of Healthy Boards is provided to the Board before being followed up by a range of individual combined and collective development activities to improve performance, which may include Board seminars, Board challenges, executive coaching, action learning, and organisational raids to

study successful boards in the wider public or private sectors.

Development activities will help NHS Boards to build capability in the roles and building blocks of ‘Healthy NHS Boards’¹:



Roles and Building blocks of NHS Boards

We understand and work with the context that NHS Boards are working in, and the strong relationships that must be built in the local healthcare economy. Our portfolio includes working at national and local levels on service and system transformation, and working with merging organisations on culture change and strategy formulation. **We work with FTs and aspirant FTs, Community Provider Arms, PCTs and SHAs.**

This experience helps us to support and challenge Boards to be fit for purpose for the future health and care landscape

Any NHS Board constantly needs to be challenging itself to ensure it is up to the job of leading the organisation. We work alongside Boards so that they can be sure that they are keeping pace with changing demands.

¹ NHS National Leadership Council (2010) *The Healthy NHS Board: Principles for Good Governance*