

**STRATEGIC PRIORITY 3  
TO INSPIRE EXCELLENCE**

EXECUTIVE LEAD  
Andy Haynes

PROGRAMME/ACTION	LEAD MANAGER	BENEFITS REALISATION MEASURES / KPIs	KPI's - Trajectory				MILESTONES					RAG	RISKS	COMMENTS	
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	19/20				
<b>1 Foster an environment rich in innovation, discovery and learning</b>															
1A Plan and deliver a programme of seminars/masterclasses with experts and inspirational speakers drawn from a wide range of backgrounds and industries to help inspire, motivate and promote innovation and discovery.	CF	3 masterclasses/inspirational speakers held over 2018/19; in coordination with Service Improvement, Nursing and Organisational Development				*					*		G	If a budget cannot be agreed to fund external speakers, then this action may not be achieved. Mitigated by exploring opportunities for a joined up organisational approach across Service Improvement, Nursing and Organisational Development, and with regional partners	Inspirational speakers representing 'End PJ Paralysis' and 'Hello my name is' presented to staff in the last year, and future speakers/areas of focus will be scoped for 18/19.
1B Hold an annual Innovation Conference to showcase outstanding practice from within and outside the Trust, facilitating debate and promoting networking and collaboration	CF	Innovation Conference to be held in December 2018, linking in with the Clinical Leadership Development Programme and extending this to include other projects. This will have an internal focus for 2018/19 and an external focus from 2019/20.			*						*		G	If a modest budget is not agreed to support this event (developing posters etc) then staff may not feel engaged and supported to showcase their work	Building on the excellent showcase currently delivered by the Practice Development Matrons as part of the Clinical Leadership Programme, this will extend to all staff who have completed projects across the year, at all levels.
1C Develop, implement and support an inclusive 'Knowledge Centre' maximising access to best practice, widening access to knowledge resources, horizon scanning, filtering and distributing new knowledge throughout the Trust.	CF	Knowledge Centre to be in place for October 2018, to support the new SFH Quality Improvement approach			*						*		G	The proposed system is dependent on external IT links to enable the storage of project information, and this may dictate the launch date.	SFH QI approach launched with staff in July 2018 and Knowledge Strategy will follow in September 2018, with a formal launch planned for October 18.
1D Establish service improvement toolkits and make them available through the Knowledge Centre	CF	The SFH and NUH developed 'My Bright Idea' Quality Improvement website to be used as the vehicle to train staff in toolkits to support them to make improvements in their service			*						*		G		The site is already developed, but it needs to be refined to update on the new SFH QI approach
1E Establish an internal consultancy and community of experts to guide innovation and increase the likelihood of success	CF	A 'joined up' service improvement approach with Service Improvement, Programme Management Office, Organisational Development, Nursing and Governance will be piloted in Theatres from July 2018. Specific KPIs will be agreed, but this approach will amalgamate experts from multiple disciplines to support service improvement		*						*			G	The SFH QI strategy relies on joining up current resources to achieve the outcomes. If there is no will, or no capacity to support this, then this priority will be at risk of achieving its outcomes	Service Users, families and carers will be recruited to co-develop this approach in Theatres
1F Develop and launch an innovation strategy in support of the clinical strategy and strategic priorities	CF	New SFH Quality Improvement approach launched in July 2018		*						*			G	The SFH QI strategy relies on joining up current resources to achieve the outcomes. If there is no will, or no capacity to support this, then this priority will be at risk of achieving its outcomes	The SFH QI Strategy was launched at Staff Briefings in July 2018,
1G Identify service improvement champions and train them in the latest service improvement methods	CF	Bi-monthly QI Toolbox talks planned from September 18. Aim to increase SFH regional 'Quality Fellows' to 10 by December 18. Aim to raise 'QSIR Practitioners' (a nationally recognised QI qualification) to 10 by December 2018. Working jointly with Greater Nottingham STP partner organisations to deliver joined up QI training across Greater Nottingham over 2018/19.		*						*			G	If the capacity to deliver QI training is not increased, then SFH may not be able to build capability at scale and pace. This is being mitigated by supporting the QSIR training programme to enable more staff to actively teach QI skills, and by joining up resources from across Service Improvement, Nursing and Organisational Development.	SFH is developing 'bronze' 'silver' and 'gold' level QI training, so that ALL staff receive some level of training to build capacity and capability in service improvement
1H Create a structured programme of external visits aligned with organisational needs and ambition - targeting industries and organisations that have inspired their workforce and overcome challenges to be successful in their field.	CF	Aim for 3 external visits annually (2 by end of 2018/19)				*					*		G	If staff are not released to support these visits, then this may mitigate any impact. If a budget is not agreed to support these visits, then this may mitigate any impact.	