**OD Programme Specification**

**Background**

With a population of around 531,000 living across an area of both rural and inner urban conurbations, the Pennine Lancashire locality straddles two local authorities, one co-terminus with Blackburn with Darwen and the other covering the rest of Lancashire. The Together a Healthier Future Programme will be the vehicle for this transformation within the wider STP agenda for Lancashire and South Cumbria.

People in Pennine Lancashire deserve health and social care services of the highest quality that are provided as locally as possible. Leaders of local health and social care services believe that people should sit at the heart of a proactive care system, centred on them and their carers.

The aim of Together a Healthier Future is to improve experience of health and social care, with better access to joined up care, and encouraging people to lead healthier lives and have more say in their own care.

Significant progress has been made across Pennine Lancashire with commitment and collaboration between each of the System Leaders from each of the 6 partner organisations. The establishment of a governance structure and a Programme office to support activity has enabled significant progress on developing new modes of care which are approaching implementation stage.

In progressing new models of care and creation of an accountable care system, System Leaders will need to step in to behaviours that enable them to operate truly as a system by moving beyond issues that keep them rooted in their individual organisational interest.

**Requirements**

We are seeking a provider who can deliver a 2 phased programme to enable the Pennine Lancashire system to move from vision to implementation through their ability to function as a wider team and system. The expectation will be for an initial programme aimed at the most senior leadership across the system and then a further programme, flowing from the other, for key leaders who will be instrumental in effecting change in the wider workforce as follows:

**System Leaders Programme**

Working with membership of System Leaders Forum, senior Programme Team members and SROs, this programme will enable participants to:

* Build relationships
* Develop a shared vision and strategy by way of testing what this means for each individual leading the system, their organisation and ultimately the system itself
* Explore what will be required to operate as a high performing team and system
* Surface contentious issues and work through conflict in order that progress is not hindered through entrenched positions
* Create a single source of truth to run as a golden thread through workforce engagement and upon which transformation can be delivered
* Explore governance arrangements not just for the programme but more widely across the system to understand how this might help / hinder
* Establish key transitions and milestones

**Key 100 Leaders Programme**

Working with an initial cohort of key individuals across the system at every level, they will be involved in shaping and leading teams in the delivery of the new models of care. This programme will:

* Embed the golden thread through key leaders, enabling this transfer to the wider workforce
* Develop a collective story
* Develop a common language and ACS mind set
* Identify new ways of working and collaborating with health, social care and voluntary / community sector organisations
* Identify new risks and opportunities that might impact on the development of an ACS
* Increase pace of transformation
* Use scenarios to explore real transformation issues

**Design**

There is an expectation that the programmes will be co-designed and that there will be an element of diagnostic to the design phase.

**Capacity**

It is expected that the successful provider will be able to draw upon a faculty that is able to bring a range of expertise to the delivery and within the timescales required.

**Delivery & Timescales**

It is expected that delivery will be in an appropriate format for the nature of the intervention and will be delivered within the Pennine Lancashire area. The system Leadership piece is required to be designed from August 2017 and delivery to commence by October 17 with the Key 100 Leaders to be designed commencing by December 17 and delivery starting in March 18.

**Outcomes**

System Leaders programme will see 25 – 30 individuals participate in the programme. It is expected that as a result of the programme, the two CCGs will be moving towards a single commissioning strategy, the system leaders will have made key decisions about procurement, funding and implementation of proposed models of care.

Key 100 Leaders programme will have delivered to 100 individuals from across the system. As a result of this intervention, there will start to be more integrated working between teams from differing organisations and clear plans to implement new models of care. Integrated Neighbourhood Working will be progressing.