Collaborative working

Choose a cluster of services across Health and Social Care you are familiar with and consider the main challenges.

Complex needs and transitions – Young people who fall through the cracks

Issues

- Mental Health issues
- Continuing harm
- Learning difficulties
- Trauma
- Attachment difficulties

Policy & Legislation

No wrong door – bring services together to meet children's needs

Social services and Well-being Act 2014 – setting the framework for working together

What would be your contribution as leaders in overcoming challenges?

Establishing a shared vision and objectives – setting the scene

How we go about achieving this:-

- To map complex needs in Health and Social Care
- Understanding the pathways
- Understanding the data to establish patterns, trends and themes
- Identify our shared goals
- Identifying opportunities to gain feedback from service users to help inform collaborators
- Identifying case examples
- Us as leaders actively holding our partners to account – this will be a number of partners
- Bringing our own organisation into alignment

What would need to be different in terms of leadership behaviours?

- Adaptive leadership approach - promoting conversations, understanding our partners
- Promoting shared vision and goals – moving away from organisational identities
- Taking a relational approach to our work
- Making a concerted to effort to understand each others roles – across all partners
- Understanding the barriers for each partner
- Ensuring we're avoiding duplicating work – through effective communication

What approaches might you need to take?

- Promoting an invest to save approach – earlier prevention is the sustainable approach to help prevent service users
- Childrens strategic partnership boards – RPB
- Access support from Cabinet and Scrutiny
- Promoting a coordinated approach to our work

What innovation would you like to introduce to help address identified challenges?

- Once we've identified an area that everyone is agreed to work towards - this needs to be led by a people's panel – this would include service, practitioners
- Developing our research methodologies to obtain all of our data to inform the collaboration
- Explore barriers to understand how partners can jointly innovate together