

Transforming Organisational Performance

**Health and Well Being Partnership
'Achieving Together'**

**Output of Away Day 19th June 2008
Executive Summary**

Author: Margie Jarvis

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Executive Summary

Rationale for the Away Day

Since the Health and Well-Being Partnership is a very new body convened to support and drive the well-being agenda across Oxfordshire, and one which has high aspirations, it was felt an away day would be an effective way for members to begin to shape the future of the partnership collectively.

Prior to the day itself (19 June 2008), research was undertaken to gauge members' feelings about the Board. This revealed that the majority of Board members were not entirely satisfied with current performance and that they believed the partnership could achieve so much more.

The desired outcomes from the day were identified as being to:

- Obtain clarity on why the partnership exists;
- Establish clarity on how members can make a difference;
- Create an action plan to identify what can be done to achieve aspirations and resolve issues.

Achievements

The programme, which reinforced the good will and positive attitudes of all members, has resulted in the following achievements:

- Improved relationships across the partnership and a greater commitment to build even stronger relationships with partners;
- Greater clarity on objectives and the purpose of the partnership;
- Increased understanding of the contexts that partners work in and a realisation amongst the partnership that all views are welcomed and valued;
- A realisation that there is a great deal of agreement and commonality across the group;
- Reinforcement of the need to focus on actions and outcomes;
- Agreement on actions to be taken and issues to be resolved to shape how the partnership will work in the future;
- A commitment to action across the group and a desire to maintain momentum.

Immediate Actions

The away day enabled the members to identify a series of actions (detailed in Appendix 4), which in short are to:

- Create and agree a strategic framework;
- Develop new mechanisms for meetings that:
 - Ensure all members can add value;
 - Ensure clarity on standards for each discussion topic;
- Identify and agree key priorities;
- Gather information on measuring impact (as specified in Six Hats – White Hat);
- Create outcome measures and performance criteria for partnership;
- Identify mechanisms through which to celebrate success;
- Work with Oxfordshire Partnerships and Communications Unit at OCC to create a draft Communications Strategy;
- Discuss the purpose of the partnership in the light of the vision and rating statements and Terms of Reference.

Issues

The away day also brought to the surface a number of other issues that it was not possible to fully resolve in the time available. However, it has usefully flagged these up (detailed in Appendix 5) for future action that will require the Board to clarify:

- The role of the Board in achieving the Sustainable Community Strategy and LAA targets;
- The contribution all members can make;
- The relationship with existing partnerships and other bodies: (e.g. Housing Partnership, Sports Partnership, CYPB, LINK, Community Safety, and Scrutiny);
- Measures of success for the partnership;
- A mechanism to agree priorities;
- How as a Board they will drive change;
- Whether current membership is appropriate;
- The agreed purpose of the Board;
- Roles and responsibilities across the partnership;
- The preferred format of meetings.

Recommendations

- Introduce additional short sessions (or use some meeting time) to address the following:
 - Potential new formats for meetings
 - How members feel about current contribution
 - What members feel about current membership
 - Understanding relationships between partnerships (presentation from Oxfordshire Partnerships)
 - Understanding LAA and why it should govern work of partnership
 - Finalise purpose (bearing in mind rating of objectives activity)
 - Clearly agree on what makes an effective partnership and what that then means in relation to the partnership (current and desired state)
 - Finalise and agree work plan
 - Translating discussions into action
 - Formalise a process to measure impact
- Conduct a skills/ knowledge audit to identify the areas of development for Board members
- Set up periodic one hour facilitated discussions/ presentations¹ (not all need attend) to develop knowledge or skills as required such as:
 - Presentations from individuals who belong to successful partnerships
 - Information on commissioning
 - A briefing by Oxfordshire Partnerships on Sustainable Community Strategy/ LAA
 - Sessions on skills required to lead strategic change
- Arrange visits to other HWBPs across the country
- Establish shadowing opportunities
- Assign specific responsibilities within the group (e.g. Media Liaison, Communications)

¹ Presentations/ briefings could be virtual or real