

# NWL Workforce Redesign Development Programme

NWL Integrated Care System and NHSE London present to you an opportunity to develop your capability to deliver workforce redesign and transformation initiatives via an 18-month development programme, equipping you with skills and tools via a condensed 3 day 'Fasterclass', and providing support during delivery enabling their practical application.



Join Us  
**12-1pm**  
on either  
**10<sup>th</sup> December**  
or **9th**  
**January**

## Stage 1

Introduction to Workforce Redesign tools, techniques and examples of good practice

## Stage 2

3 day 'Fasterclass' sharing latest skills and tools for workforce redesign

## Stage 3

Mentoring and coaching to support specific redesign projects

## Stage 4

A Community of Practice and Learning from research, case studies and fellow participants

**Register here to join the Launch and Information session**  
**<https://forms.office.com/e/ZmvR9zjeW8?origin=lprLink>**

## Programme Launch and Information session

- ✓ **Session Duration:** 1 hour
- ✓ **Where:** MS Teams
- ✓ **Participants:** Open to all staff involved in workforce planning; redesign; and transformation initiatives
- ✓ **Aim:** To explain the benefits and structure of the programme

## Online simulation/immersive training course

- ✓ **Course Length:** 3 Days
- ✓ **Where:** MS Teams
- ✓ **Participants:** 15 to 18 members from services across NW London

# NWL Workforce Redesign Development Programme Ambition



## New Ways of Working:

- Enable innovative care models, boost productivity, and drive digital transformation, aligning with the NWL People Strategy.



## Upskilling NWL Staff:

- Train up to 54 staff members across NWL in workforce redesign through three cohorts over an 18-month programme.



## Building Capacity and Confidence:

- Strengthen the capabilities of HR Business Partners, Workforce, and Multidisciplinary teams in workforce redesign.



## Integrated System Collaboration:

- Foster NWL-wide collaboration with representation from all sectors, including social care.



## Evidence-Based Practice:

- Conduct regular evaluations to enhance the programme and partner with academics to support evidence-based practices, linked to Shelford Group workshops.

**By the end of this programme, you will have enhanced skills, knowledge, and competencies enabling you to implement workforce redesign and change initiatives in response to service challenges, with confidence and credibility.**

**Here are some of the skills, tools and approaches that will empower you to design the workforce to meet your patient needs;**



### **Stakeholder Management:**

- Agree the aim and scope of your project and identify the key stakeholders and plan your engagement.



### **Process Mapping:**

- Map your current and future patient pathway to understand the implications for the workforce .



### **Skills and Competency Mapping:**

Using skills and competencies to define the scope and level of practice, skill mix, new roles and ways of working.



### **Understanding data:**

- Using available data sources to understand your current workforce profile and future supply.



### **High impact action planning:**

- Develop a set of high impact actions from your intelligence gathered that will support your workforce design.



### **Implementing your workforce redesign:**

- Build your business case to implement your workforce design, using the intelligence from the previous steps.