

“Team based working is vital for high quality and compassionate care... and for staff well-being”

Professor Michael West



‘affina’
in Italian:
to improve, to refine
in Latin:
a workshop

About us

We are AOD, specialists in team based working for health and social care since 2003

Helping your teams to improve performance is challenging. Those tasked with developing team working often struggle with limited resources and constant change.

But the evidence is overwhelming, collective team based working is key to high quality and compassionate care.

That’s why we apply the inspirational research of Michael West and colleagues to shape day-to-day practice in many settings, including the NHS.

Our tools help teams to gain new insights and actions they can apply immediately to keep improving and achieving their goals.

As part of the **Skills for Care** Group, we are also well-placed to meet the challenges of team working across boundaries as the integration of health and social care gains pace.

For more on our **team tools** and **training programmes**, please visit our website affinaod.com

WHAT WE DO:

We give you the **team tools and techniques** you need – evidence-based, sustainable and affordable

We **train and accredit** your people to use our team tools and support your teams in-house

We collaborate with research partners to increase the **knowledge base** around team effectiveness

“Team development work is not optional or an add-on; we see it as integral to a healthy, successful organisation.”

Tony Spotswood

Chief Executive
RBCH NHS Foundation Trust



How effective are your teams?
We can help. Call us now on
01252 727270.

The benefits of effective team working

- Good team working is associated with higher levels of staff satisfaction and engagement.
- Good team working is associated with lower levels of errors, stress, injury, sickness absence, intention to quit and turnover, harassment and bullying from colleagues and from people who use services.
- Teams with clear team objectives, a commitment to learning and support for innovation have higher levels of patient satisfaction.
- Increasing the numbers of staff working in well-functioning teams by just 5%, could lead to a reduction of 3% in patient mortality.
- Effective team working leads to higher levels of innovation in the delivery of care in primary care and community mental health teams.

For full research references, please visit our 'why teams' page at affinaod.com

Our team



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For full profiles and more team members, please visit our people page at affinaod.com

We are working with:

- NHS Trusts / Health Boards
- Health and Social Care Partnerships
- Sustainability and Transformation Partnerships
- NHS Education for Scotland
- NHS England
- Health Education England
- HSC Leadership Centre, NI
- NHS Improvement
- Health Improvement Scotland
- NHS National Services Scotland
- NHS Leadership Academy
- Public Health Wales
- Clinical Commissioning Groups
- Royal Colleges
- Local Authorities
- Royal Mail
- Construction Industry Training Board

For a full client list and client stories, please visit our clients page at affinaod.com