

LEADING ACROSS BOUNDARIES

HOW THE UK PUBLIC SERVICE IS USING THE GC INDEX TO IMPROVE COLLABORATION



If there's one thing that the Covid-19 pandemic has taught us, it's the importance of an effective health care service. In order to battle the pandemic, silos have been torn down and barriers overcome as people all over the world unite in the face of a common threat.

THE BACKGROUND

As part of the UK's public service sector repositioning, hospital trusts, councils, public health, commissioners, care bodies and third sector organisations need to work far more closely.

This involves bringing people together from across all system partners to learn and grow. It is vital that organisational silos are broken down, collaborative relationships between leaders are established and traditional ways of working are transformed.

NHS BaNES, Swindon & Wiltshire Clinical Commissioning Group worked with GC Partner, The Change Maker Group, to support them. The result was the Leading Across Boundaries programme.

HOW THE GC INDEX® WAS USED TO MAKE AN IMPACT

During the programme, The Change Maker Group introduced the leaders to The Change Maker Profile which is based on The GC Index® framework.

The profile highlighted how they could each contribute meaningfully to the changes happening in the system and proved an invaluable component of the programme.



HOW THE GC INDEX® WAS USED TO MAKE AN IMPACT CONT...

The Leading Across Boundaries programme was put in place with three broad objectives already established:

- To develop leaders who will drive real change
- To encourage new networked relationships
- To lay the groundwork for future System working

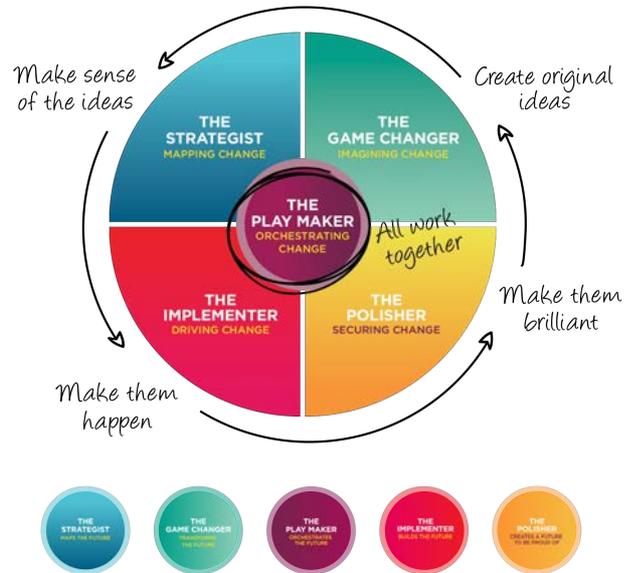
More than 30 delegates, from 12 different organisations, took part in the programme.

GC Partner, The Change Maker Group, introduced them to The GC Index framework as part of the initial sessions of the programme to raise self awareness in the context of change.

The insights that came with understanding their profiles, and those of their colleagues, helped them on their way to meeting these three objectives.

THE CHANGE MAKER PROFILE

A GC INDEX® PRODUCT



“IT PLAYED A BIG PART IN HELPING ME VALUE THE PERSONAL CONTRIBUTION I MAKE...”

THE IMPACT MADE WITH THE GC INDEX®

After taking The Change Maker Profile each of the delegates was shown just how they can make a vital contribution to the emerging System Change.

Everyone involved learned how to take their personal insight, integrate it with different ways of thinking and collaborative working and transform their personal impact within their own organisations and across the system.

All of this becomes even more impressive when you consider that this development has come about during lockdown with the programme being delivered online.

“I have become more confident in approaching other specialists to develop process / pathways to improve patient care. The Change Maker Profile played a big part in helping me value the personal contribution I make.”

Greg Smith, Diabetes Lead, Wiltshire Health & Care

