

Lincolnshire West Clinical Commissioning Group

Clinical Commissioning Group Development



Testimonial

"Our CCG is the amalgamation of two mid sized clusters in and around the city of Lincoln. We recognised that we needed organisational development to function as commissioners and be seen to be effective. Jerry has brought a level of rigour to our business processes that has enabled us to do just that and begin to function as a unit.

The CCG is now trusted to be a testing ground for policy development in Lincolnshire. The transformation has been from a "talking shop" to a developing commissioning body. His coaching skills are excellent and whilst being challenging, he has enabled me to focus on my leadership in a positive and enjoyable way. I would have no hesitation in using him again."

Dr Sunil Hindocha, GP Chair, Lincolnshire West Practice Based Commissioning Cluster

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Background

Lincolnshire West is the largest of the 7 Clinical Commissioning Groups in Lincolnshire, covering a population of approximately 220,000 patients. It was formed from the merger of two smaller clusters in 2008 to get the capacity and capability to take an increasingly influential and central role in commissioning in Lincoln and the surrounding areas.

The realisation in 2009 that, whatever the outcome of the general election, it was likely that practice commissioning in some form would be pivotal, led the Group to look at its development needs in becoming a leader for commissioning, both locally and regionally.

Objective

The objective of the piece of work was to support Lincolnshire West PBC Cluster and then emergent Clinical Commissioning Group to become the highest performing group that it could be under the new policy guidance.

The programme ran for two years and early work was to prepare the PBC Cluster to take on more responsibility by reviewing how it worked and how best it should focus its efforts and abilities to maximise the benefit for local patients.

The programme covered areas from strategic planning, fitness for purpose and task focus to executive coaching, team development and facilitation to address all aspects of Cluster performance to give the very best chance to take on the new responsibilities. More crucially, it placed emphasis on an holistic approach that would lay the foundations for long-term success.

Our Role

- Provide strategic overview and input to cluster strategy
- Leadership and executive coaching for GPs and key cluster staff
- Wide use of Myers-Briggs type instrument to underpin development work
- Delivery of key workshops and team development events
- Improvements of cluster operation and understanding of key deliverables
- Review of fitness for purpose and future requirements
- Creation of a cluster development plan to lead towards consortia arrangements

Outcomes

- Improved meeting organisation, intent and outcomes
- Enhanced team understanding and awareness
- Highly valued personal leadership development enhancing skills and ability
- Strategic understanding of changes, challenges and opportunities
- Key appreciation of provision and commissioning separation
- Energising work on market management and provider development
- Liaison with NHS Lincolnshire and preparation of persuasive rationale for commissioning development in Lincolnshire West