



Shaping the Future of the Leeds Improvement Method

Board Presentation: May, 2022

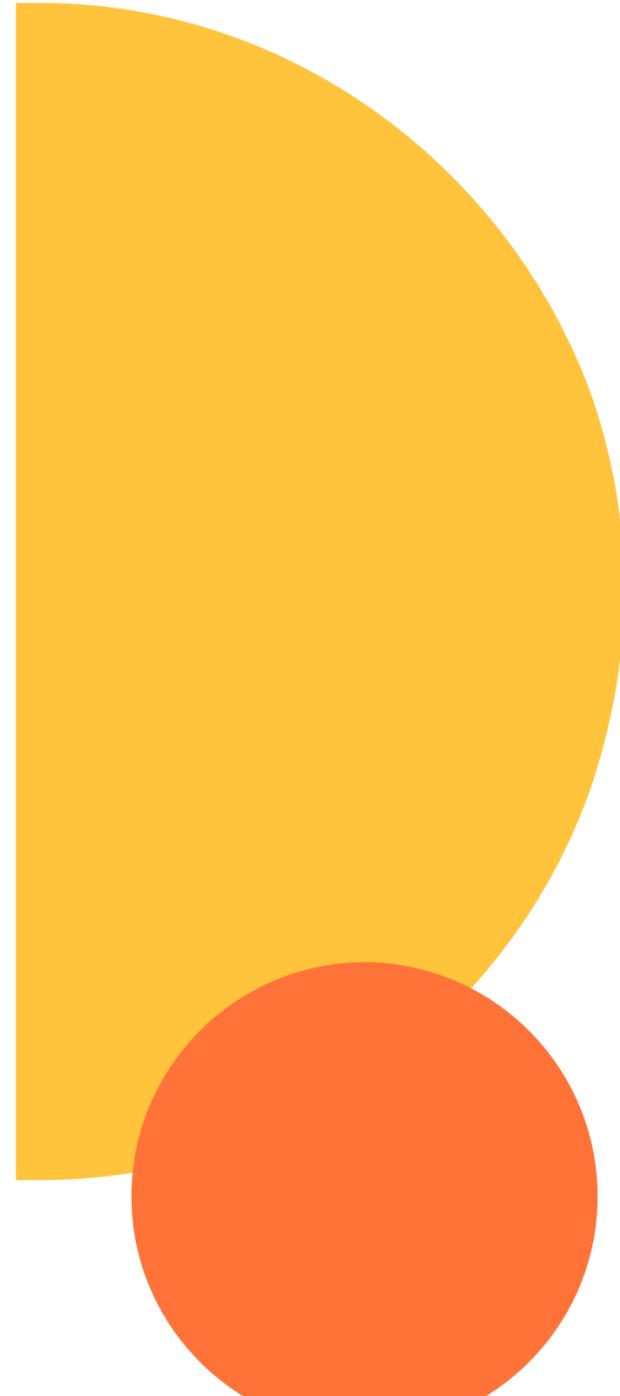


Agenda

- The New Virginia Mason Partnership
- Shaping Leeds Improvement Method & The Role of the New KPO
- The New Educational 'Offer'

The New VMI Partnership

- LTHT has signed a new partnership with the VM Institute
- Focus on enhancing **Daily Management** and **Standard Work** – working with CSU Tri-teams, and the leaders of Corporate Areas
- Mentorship for the KPO
- Access to the latest materials, tools, methods and content – tested in the **live learning lab**
- Support front-line clinical leaders through **Dyad Leadership** and access to the **learning lab**
 - 4 x 90 workshops, with four groups of 25 leaders
- Access to VMI's higher level curriculum and material on applying the method to tackle operational issues (**2 workshops per year**)
- Strategic Goal Deployment & Delivery
 - Demonstrating the use of A3 and 'catch-ball' in developing shared goals
 - 3 day course for maximum 16 people
- Coaching support to Trust Executive
- Providing **honest feedback**, acting as a **critical friend** and honest broker, holding a mirror to the Trust's improvement work and cultural maturity – **annual report**
- On-boarding new executives, associates and KPO team members
- Invitations to virtual and Seattle-based learning events and other UK based Leadership Forums

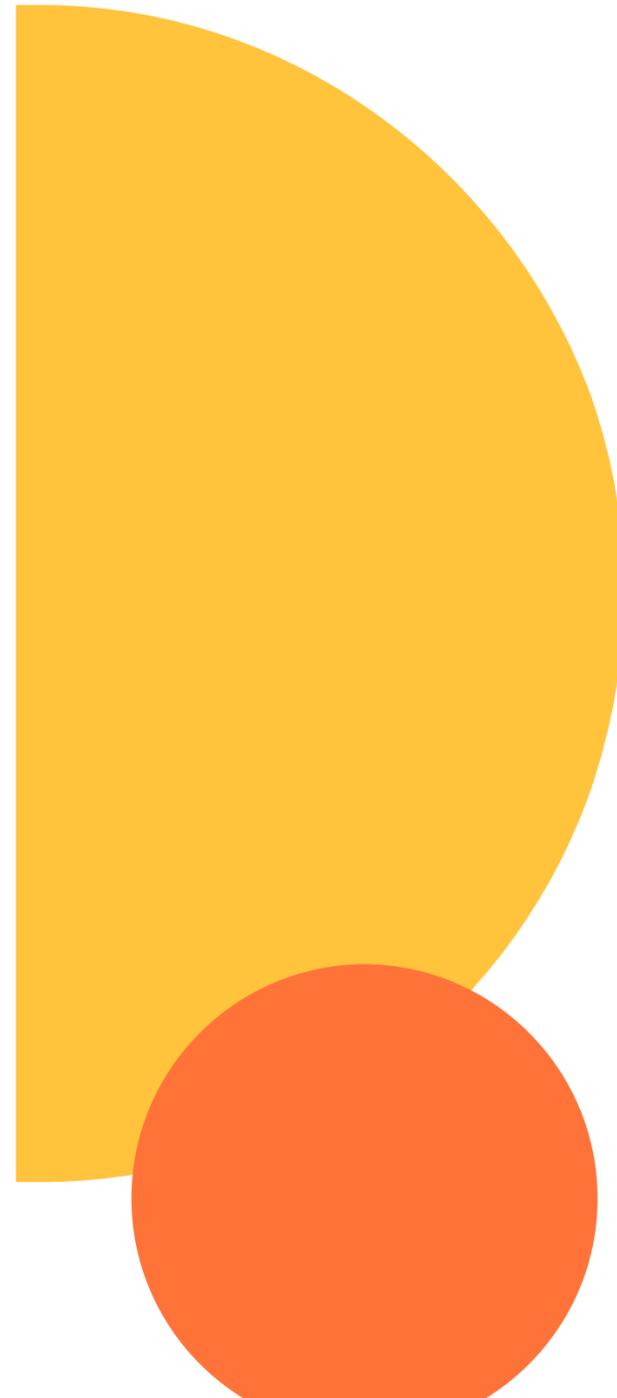


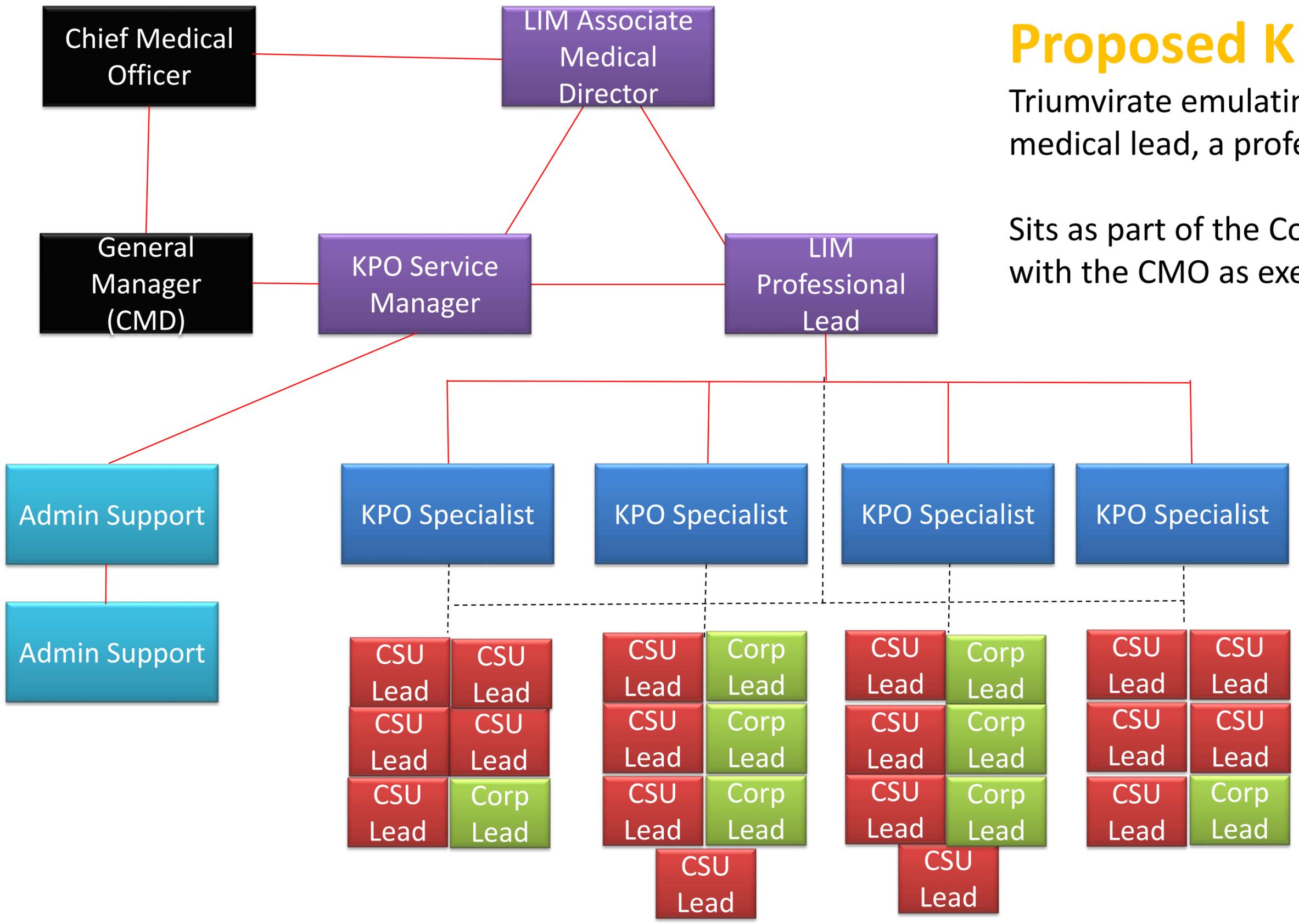
Overview of the New KPO Model

- **Distributed Leadership** model – building capacity in CSUs
- Developing and Shaping a New **Culture of Quality & Service Improvement** in LTHT
- **Collaborative Partnership** with the Virginia Mason Institute
- A New & **Improved Education/Training ‘Offer’**

Benefits to LTHT

- Builds capacity in CSUs / Corporate Areas to deliver
 - Transformation
 - Continuous Incremental Improvements
- Emphasis on Waste Reduction
- Reduces backlog / waiting times / improves efficiency – **with a proven method**





Proposed KPO Structure

Triumvirate emulating CSU structures, with a medical lead, a professional lead, and a manager.

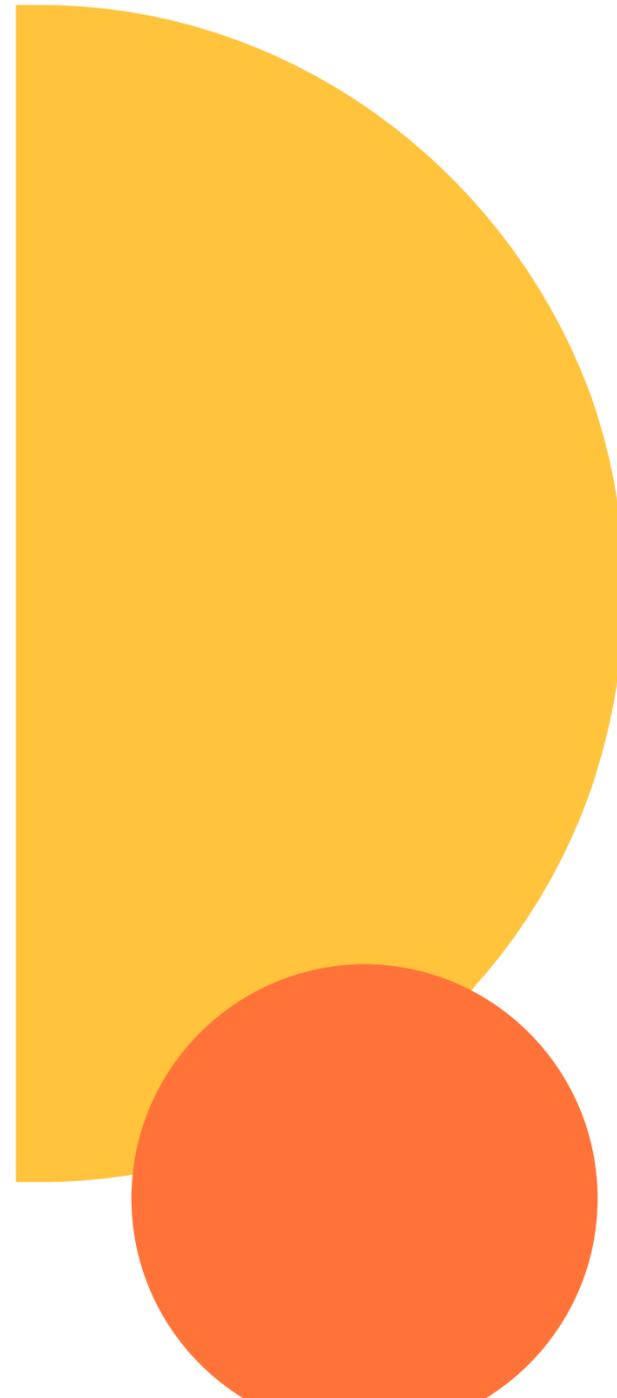
Sits as part of the Corporate Medical Directorate – with the CMO as executive lead.

Distributed LIM Leadership – capacity being introduced into each CSU and Corporate Area

The New Education Offer

The Aim

To create an outstanding learner-focussed experience for the Leeds Improvement Method enabling colleagues to access and practice the knowledge, skills and behaviours they need to improve.

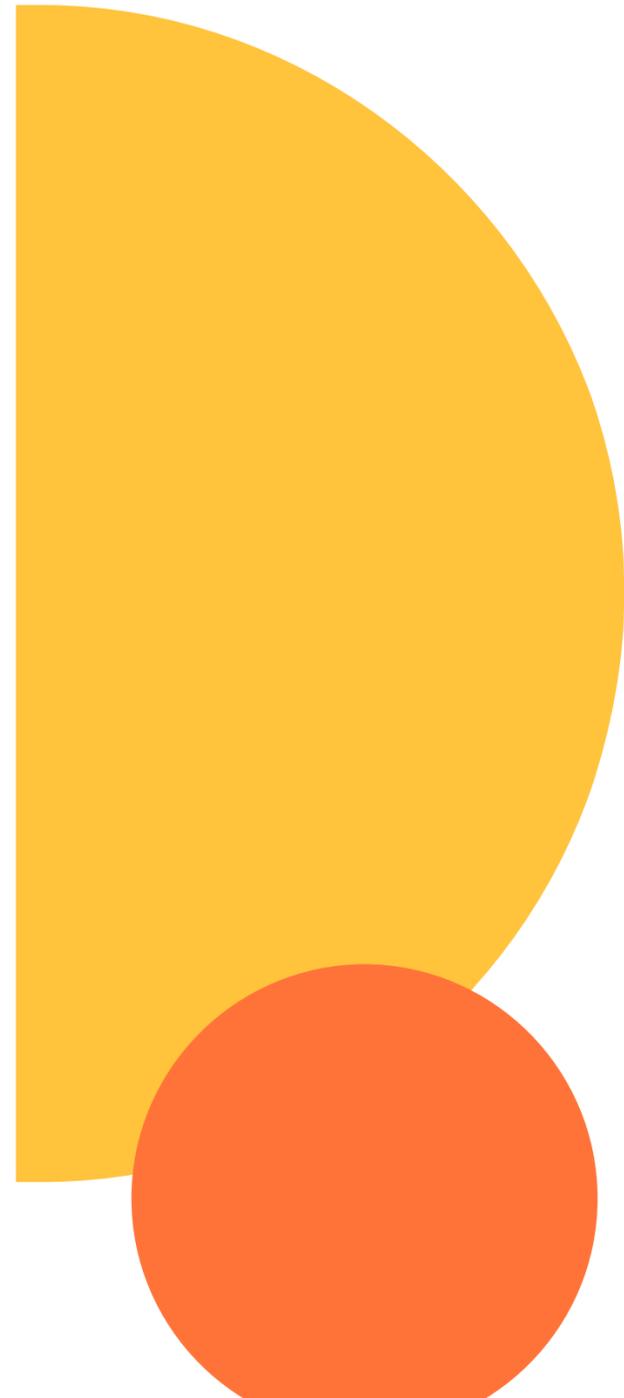


The New Education Offer

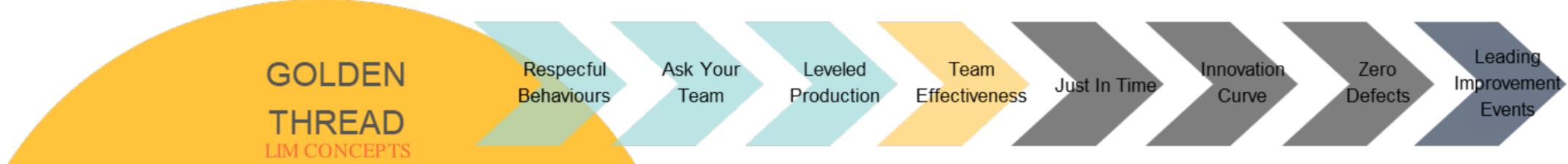
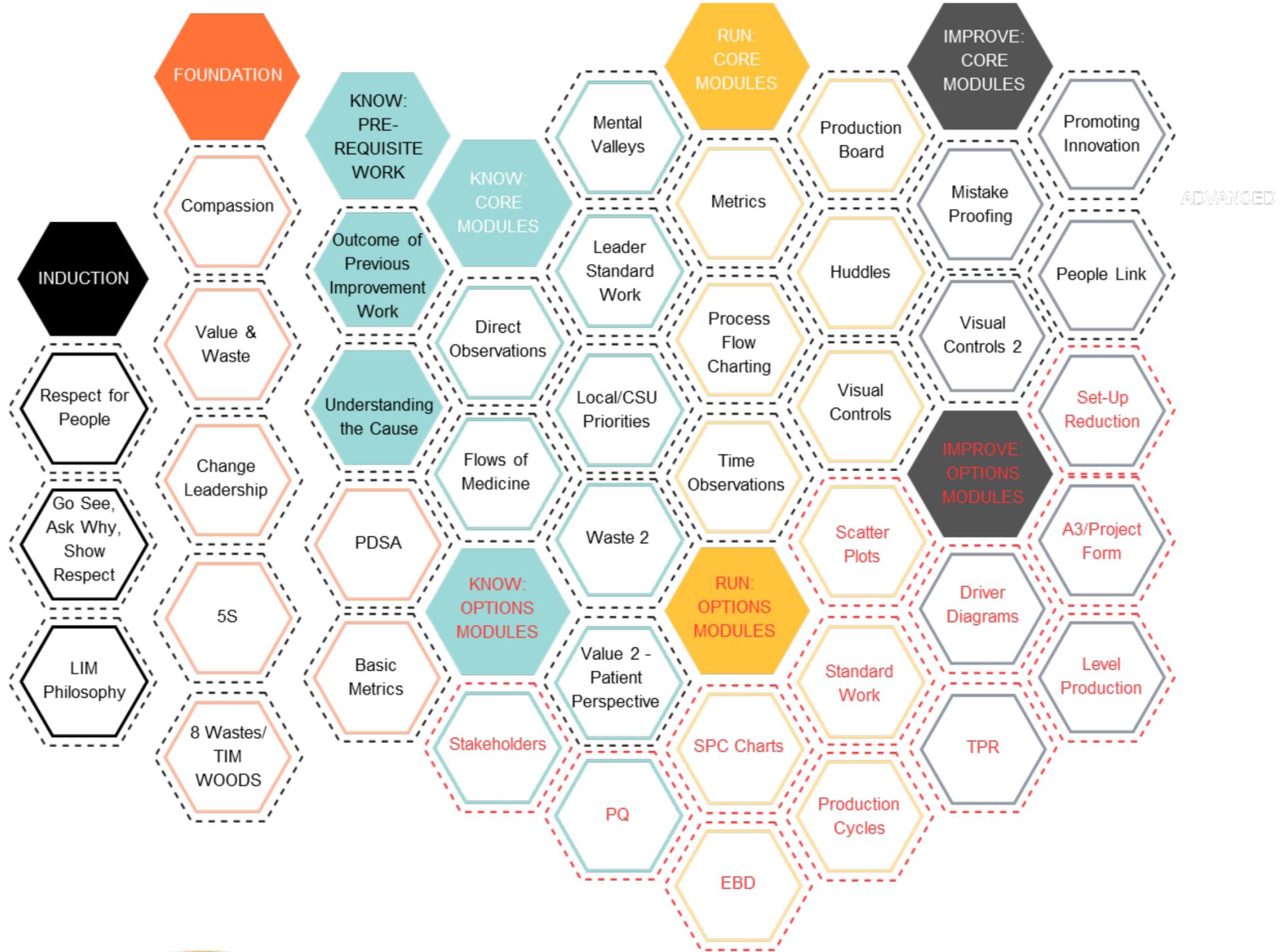
The 'WHY?'

Feedback over the past 3 years highlighted several opportunities to improve LIM education:

- Simplify the language of LIM so it is more relatable.
- Provide more local examples from across LTHT
- Reduce the duration of the course
- Make it clear the training is available to all.
- Make the content and resources easy to find and use.
- Integrate time to practice with the concepts within the course.
- Provide more support to ensure learning can be implemented by participants in their work.



Leeds Improvement Method (LIM): New Education & Training Offer



The New Education Offer

The 'HOW?'

Operating Principles

- All the concepts of LIM will be available to all colleagues rather than access being limited, sequential or related to role.
- Foundational elements will relate to the philosophy of the method integrating the Leeds Way values to emphasise the importance of how we approach improvement rather than the tools we might use.
- All colleagues will have the opportunity to certify in LIM by demonstrating an ability to use the concepts to deliver meaningful, measurable and sustainable improvement in their service rather than by completing a series of prescribed LIM tasks.
- LIM concepts can be learnt and used in isolation or combination without intent to certify rather than all learners needing to be enrolled on a course.
- LIM learning will be offered in a range of formats with the intent that learners can 'pull' what they need rather than KPO 'push' the training offer.
- Colleagues will be encouraged to learn together rather than work in isolation with sponsorship from their local leaders and support from the LIM community.

