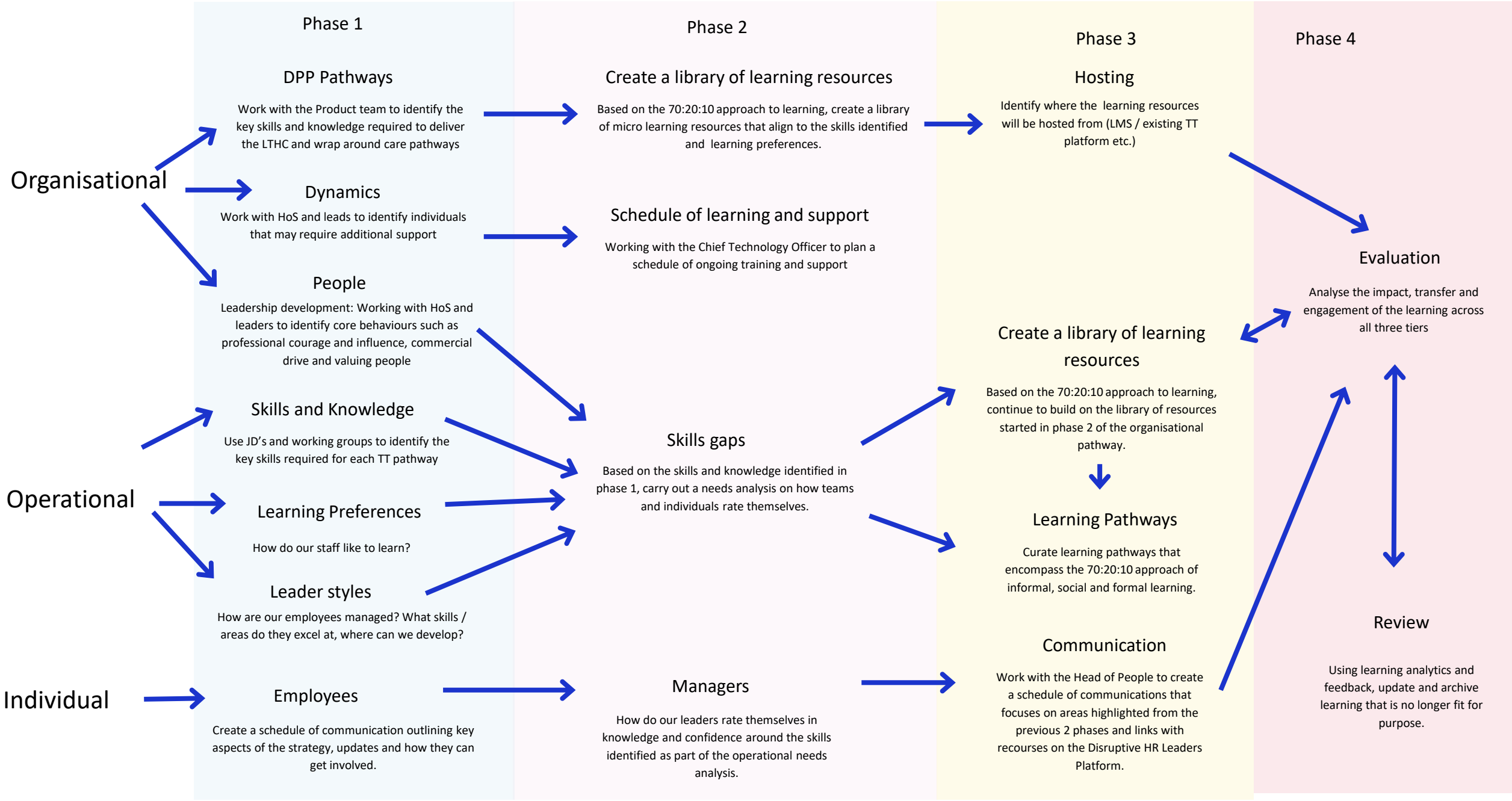
Phase 1
Phase 2
Phase 3
Phase 4
Organisational
Operational
Individual
DPP Pathways
Work with the Product team to identify the key skills and knowledge required to deliver the LTHC and wrap around care pathways
Dynamics
Work with HoS and leads to identify individuals that may require additional support
People
Leadership development: Working with HoS and leaders to identify core behaviours such as professional courage and influence, commercial drive and valuing people
Skills and Knowledge
Use JD's and working groups to identify the key skills required for each TT pathway
Learning Preferences
How do our staff like to learn?
Leader styles
How are our employees managed? What skills / areas do they excel at, where can we develop?
Employees
Create a schedule of communication outlining key aspects of the strategy, updates and how they can get involved.
Create a library of learning resources
Based on the 70:20:10 approach to learning, create a library of micro learning resources that align to the skills identified and learning preferences.
Schedule of learning and support
Working with the Chief Technology Officer to plan a schedule of ongoing training and support
Skills gaps
Based on the skills and knowledge identified in phase 1, carry out a needs analysis on how teams and individuals rate themselves.
Managers
How do our leaders rate themselves in knowledge and confidence around the skills identified as part of the operational needs analysis.
Hosting
Identify where the learning resources will be hosted from (LMS / existing TT platform etc.)
Create a library of learning resources
Based on the 70:20:10 approach to learning, continue to build on the library of resources started in phase 2 of the organisational pathway.
Learning Pathways
Curate learning pathways that encompass the 70:20:10 approach of informal, social and formal learning.
Communication
Work with the Head of People to create a schedule of communications that focuses on areas highlighted from the previous 2 phases and links with recourses on the Disruptive HR Leaders Platform.
Evaluation
Analyse the impact, transfer and engagement of the learning across all three tiers
Review
Using learning analytics and feedback, update and archive learning that is no longer fit for purpose.