

Scope for Growth – Career Conversations

Case Study Template: pilot sites

This case study template has been designed to capture information from Scope for Growth pilot sites. It may be used by national, regional and system colleagues to support the evaluation of Scope for Growth.

The case study template can be populated with data and feedback from the discussions guides and questionnaires developed by the national team, and with any local level data or evaluation findings.

Pilot site information	
Name of organisation:	NHS Blood and Transplant
Key contact name:	Jamie Parker
Key contact email address:	Jamie.parker@nhsbt.nhs.uk
Background	
<p><i>Describe the background and context to the pilot:</i></p> <ul style="list-style-type: none"> <i>NHSBT is an arms length body with approx. 6,600 people working across the UK</i> <i>Jamie as the lead and we are piloting it in the Leadership, Performance and Culture team – approx. 35 people, within the people directorate</i> 	
Rationale	
<p><i>Explain the rationale for the pilot:</i></p> <ul style="list-style-type: none"> <i>Why did you become a pilot site? The lowest score in our annual colleague survey was on Career Pathways – Peakon, the survey tool we use, recommended career conversations as the primary intervention to address this.</i> <i>What issues or problems you were seeking to address? See above</i> <i>How did you envisage S4G would help to address those issues or problems? By providing a product we could test and was in use in other NHS organisations</i> <i>How does S4G align to other programmes? We are using as a standalone currently, but will be looking to integrate into our Succession planning and appraisals.</i> 	
Approach	
<p><i>Explain how S4G was implemented in the organisation:</i></p> <ul style="list-style-type: none"> <i>How did you plan and implement S4G? What did you do? Did you follow the guidance/do something different? We are currently piloting a version of SfG and will look to pilot in at least 2 business areas, before rolling out across the organisation. We followed the guidance, but stripped out a lot of content and reduced the forms, particularly the action plan – to one sheet. We have also created a digital graphic, which acts as a central point for all the resources.</i> 	



- *Which group/s of staff were involved? Why those groups? Colleagues within the people direct initially, to test functionality and practicality*
- *How many people participated in a S4G career conversation? Up to 35, so far.*
- *How did you secure approval from senior level staff? By highlighting the colleague survey data.*
- *How did you secure buy-in/engagement from staff (line managers/employees)? Team presentation, setting out the background – how it aligned with their own data.*
- *What resources did you use? The resource is hosted on sharepoint. What training did you implement? It's clear that we will need to invest in briefings for all those who will use it. We also recognise we will need to consider how we support managers in the use and application of coaching skills.*
- *What were the key milestones/dates of implementation? Pilot to complete early June, rollout to wider pilot group in July/august (in parallel complete EIA). Look to rollout in September.*

Key challenges

Describe the key challenges faced during the planning and implementation of S4G:

- *What were they key challenges? Some of the content requires payment! Could we link the free resources from the NHS Careers site. Original proposition is too big, requires too much time to complete and language not aimed at lower bands – included suggested development options. We stripped it down, reworded elements and consulted with Learning team colleagues to edit/adjust the suggested development options.*
- *How did you overcome those challenges? Need to engage with you.*

Lessons learned

Describe the key lessons learned:

- *Looking back, what did you learn? Will know more when first pilot completed.*
- *What were the key enablers/conditions for success?*
- *With hindsight, what might you change/do differently next time?*
- *What advice would you give to others implementing S4G?*

Impact

Describe the benefits for individuals and the organisation, as a result of S4G (or the likely/anticipated benefits, if these have not yet been achieved):

- *What difference has S4G made to individuals and the organisation? too soon to say*
 - *Staff experience and engagement*
 - *Staff health and wellbeing, sickness absence*
 - *Culture; equality, diversity and inclusion; relationships*
 - *Retention, progression*
 - *Talent management, identification*
 - *Working practices, efficiency, and productivity*



- Patient care, safety
- Have there been any unintended or unexpected benefits or consequences?

Examples

Include any specific examples to evidence the impact of S4G, for example:

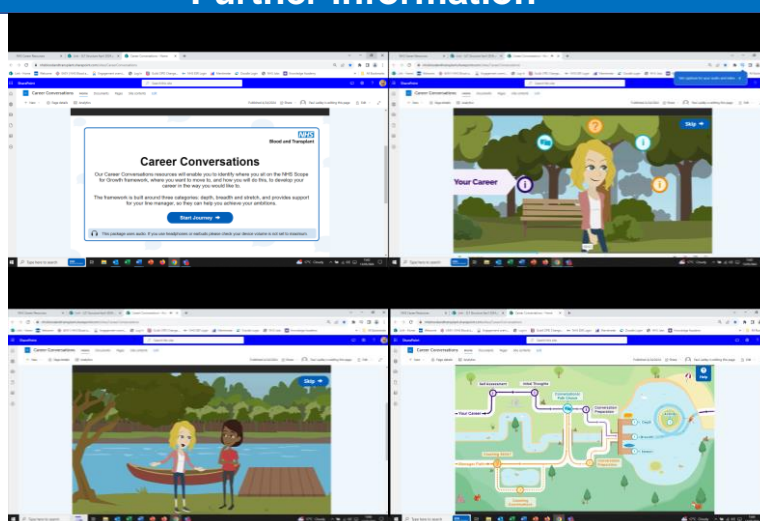
- Data from local evaluations (qualitative or quantitative measures)
- Feedback or direct quotes from staff

Next steps

Explain what you plan to do next to roll out or further develop S4G. as above rollout to operational areas.

Further information

Add any relevant files or photos:



These are four screen shots that show 1. The landing page for the online resource we've developed, using SfG. 2. And 3 show the introductory animation, that sets out how you (and your manager) navigate the resources and 4. Is the actual landing page, that is the host for all the resources.

Add any relevant links to documents or websites:

