

DEVELOPING OUR SKILLS & STRENGTHS

GUIDELINES FOR USE

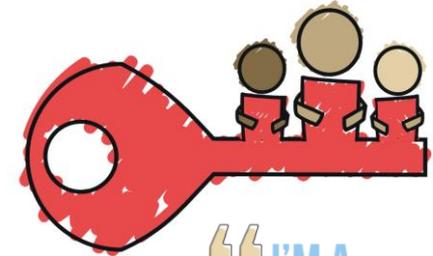
We are delighted that you are thinking about using the FFF Four Strengths framework to support your appraisal and development process – it is designed to be simple and time-saving, there are no extensive guidelines and rules – this 6 slide pack is it!

The needs of every organisation are different and the approach of every leader to their own team is different, this is designed to support not dictate. We would, however, like to see the benefits of a degree of consistency across finance teams across the service, therefore we ask that:

1. You preserve the content that is white text on blue background & the FFF logo
2. You work with the 4 skillsets, integrating your own priorities under these broad headings before thinking about adding more, we think simplicity & memorability really matters
3. You focus any customisation you want to make into these blue speech boxes – you will find that the soft copy allows you to edit these
4. You commit to providing feedback on its usefulness or otherwise to the FFF Skills and Strengths team via david.ellcock@nhs.net



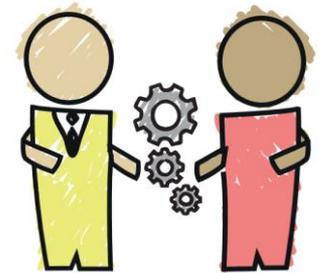
“ I'M A
**FINANCE
EXPERT** ”



“ I'M A
**TEAM
PLAYER** ”



“ I DRIVE
**VALUE FOR PATIENTS
AND TAXPAYERS** ”



“ I MAKE
**CHANGE
HAPPEN** ”



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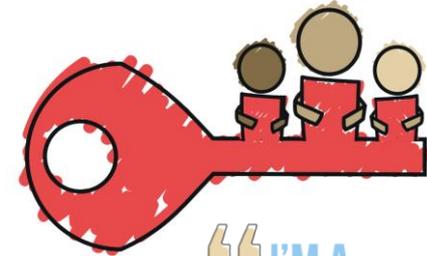
This framework is based on the four skill sets covering the key attributes that the Finance Leadership Council have said finance colleagues should develop to play their part in a modern, patient-centred NHS

We all want to have meaningful and productive development conversations. Often we find we do not have enough time to prepare as fully as we'd like for formal PDR discussions. Many of us value less formal & more frequent feedback conversations

Think of these 4 statements as a framework to prompt productive development conversations – they convert easily into questions and then actions.



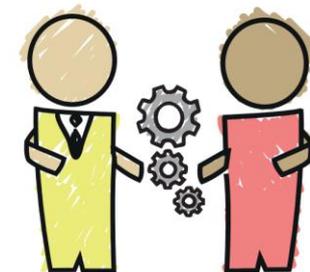
“ I'M A
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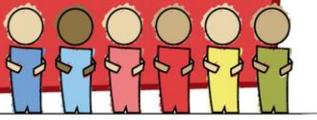
“ I'M A
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PLAYER ”



“ I DRIVE
VALUE FOR PATIENTS
AND **TAX** PAYERS ”



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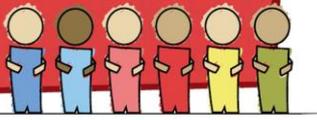
This is the core competency and more technical part of our role. Our expertise & our toolkit underpins the service we give

Do I have the technical expertise & toolkit I want for:

- My role as I see it now?
- Supporting those I already work with?
- Supporting those I could be working with?
- My next role?
- Is that expertise up-to-date with the latest thinking inside and outside the NHS?

“ I’M A
FINANCE
EXPERT ”

- I have the knowledge and skills I need to do my job and to support you in doing yours
- I keep those skills up-to-date with the latest thinking in Finance and focused on the challenged facing the NHS



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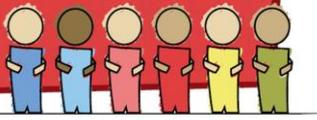
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This is about making maximum use of our individual skills by working with others

- Who are my key colleagues?
- Do I help make this a great place to work?
- Who are my key customers?
- Are they delighted with what I do? Do I share their goals and help them achieve? Am I an effective close partner?
- Is my list of my colleagues and customers wide enough?

“ I'M A
TEAM
PLAYER ”

- I engage fully with my team and contribute beyond my personal job description
- I build constructive relationships with clinical colleagues and decision makers beyond my team, department and organisation
- I remain positive in the face of difficulties and seek to overcome challenges



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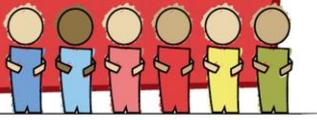
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The service faces a huge financial challenge – do I see where I fit in to addressing that challenge?

- I can evidence value for money in what I & my team do
- I understand the concept of value in healthcare, run projects to increase value, assess ideas in line with value principles

“ I DRIVE
VALUE FOR PATIENTS
AND TAXPAYERS ”

- I “think like a patient and act like a tax-payer” when at work
- I strive to increase value in every piece of work I undertake



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Finance is sometimes seen as a barrier to change – how can I become part of the solution?

- Does the idea of change unsettle me or my team?
- What can I do to get more comfortable with change?
- Do I have the skills to help change happen faster and more effectively?

“ I MAKE
CHANGE
HAPPEN ”

- I understand that embracing and enabling change is part of my daily job
- I develop and implement new ways of doing things to improve the service I give
- I encourage and help others to change