

MAKING PEOPLE COUNT



**FUTURE  
FOCUSED  
FINANCE**

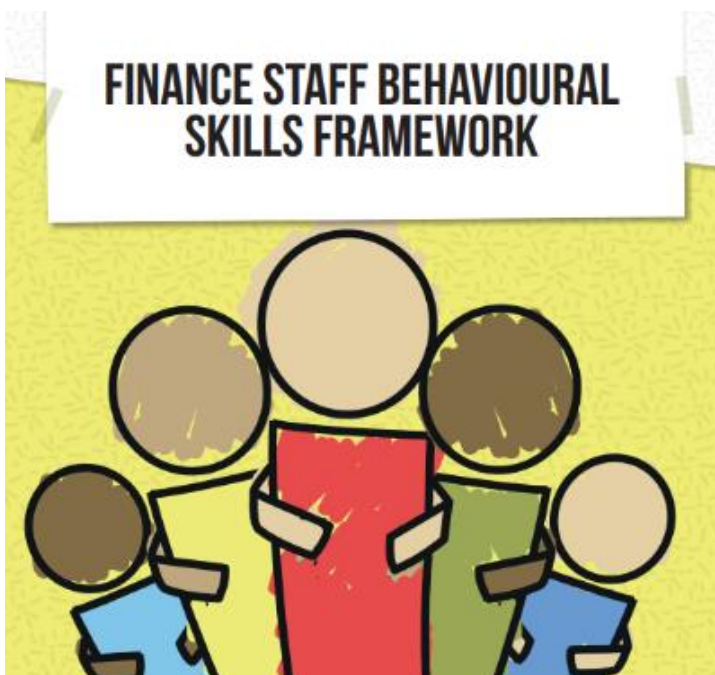
# FUTURE-FOCUSED FINANCE NEWSLETTER

## BEHAVIOURAL SKILLS FRAMEWORK

Earlier this year we were asked by the Finance Leadership Council (FLC) to produce a piece of work, as part of our Workforce and Leadership delivery theme, to support all finance staff in helping them identify how they can best use their talents in NHS finance. Recognising that **how** we do our jobs is as at least as important as **what** we do, we have developed a [Finance Staff Behavioural Skills Framework](#) which outlines the behavioural skills finance staff need to develop to carry out their jobs in the best way possible.

In deciding how to organise the Framework, we have chosen to begin with the '[Four Strengths](#)', which we developed previously and are already being used by finance departments across the country.

### FINANCE STAFF BEHAVIOURAL SKILLS FRAMEWORK



The Framework is designed to be used flexibly. It is envisaged that individuals, teams and organisations will use it in a variety of ways.

**Full details on the Framework and how to use it can be found on our website [here](#).**

We'd love to know what you think about the Framework. So, take a look and let us know. We'd be especially keen to hear from you if you use the Framework in your organisation for personal development planning and/or when writing job descriptions. Contact us on [futurefocusedfinance@nhs.net](mailto:futurefocusedfinance@nhs.net) for any comments or questions on the Framework.

