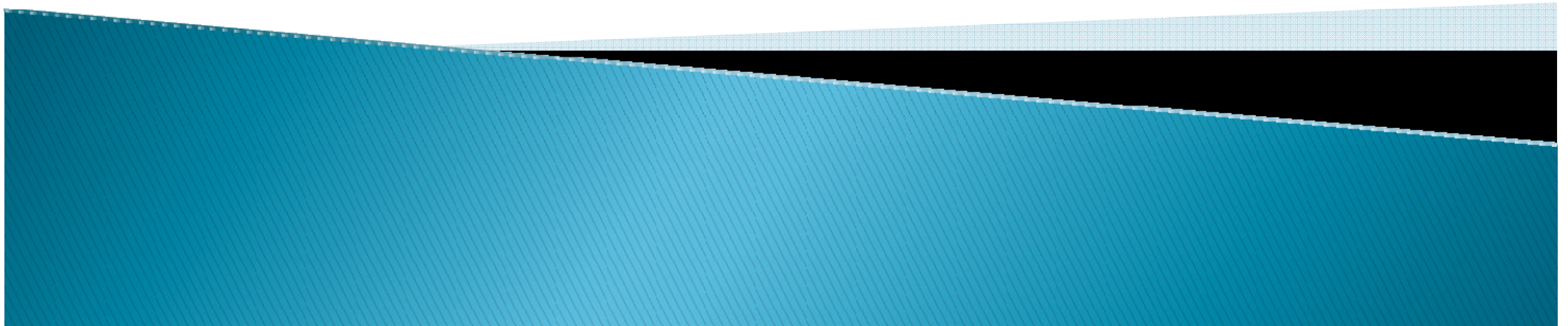


# From Trust to Health Board

A personal perspective on the professional  
challenge

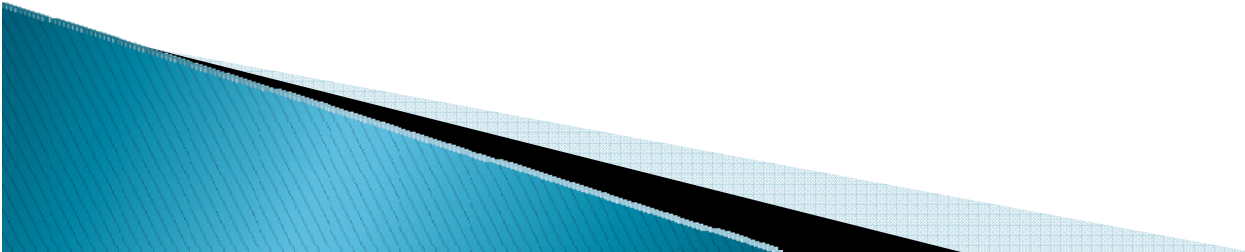
Anne Phillimore – Director of Workforce and  
Organisational Development – Aneurin Bevan  
LHB



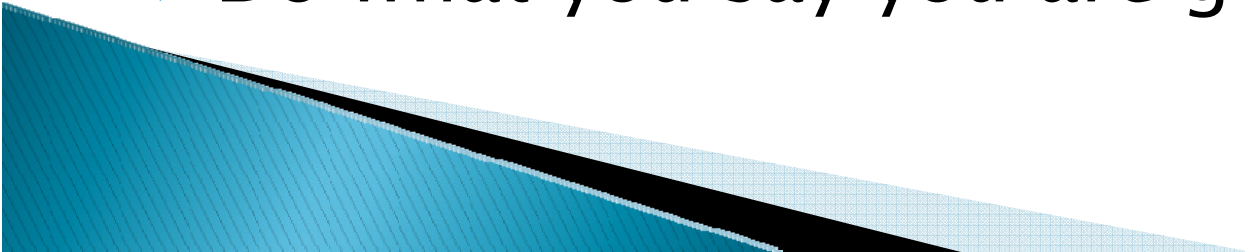
# A career in Personnel



# The world of work then

- ▶ Closed shop
  - ▶ Strikes – win/lose Industrial Relations
  - ▶ Equality for Women/Race new on the block
  - ▶ No EU directives on employment
  - ▶ No minimum wage
  - ▶ No IT
  - ▶ Floating posts
  - ▶ Newly elected Government – prospect of economic squeeze, fewer jobs, more efficiencies, more productivity.....
- 

# So what did I learn?


- ▶ Good managers lead by example and can be inspirational
  - ▶ There is no such thing as no change
  - ▶ Treat people with honesty and respect – engenders good, effective working relationships whatever the IR climate
  - ▶ Listen, learn and have a go
  - ▶ Know your stuff but if you don't – be honest and find out
  - ▶ Do what you say you are going to do
- 

# Personnel to Business Partner

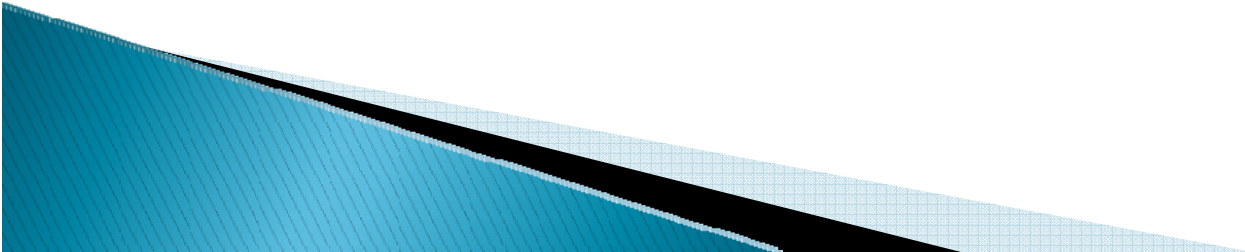


"Lean Organisations Need FAT People" © Bay Jordan 2005

# Moving forward

- ▶ Technology driven change
  - ▶ Different ways of working
  - ▶ Greater focus on organisational shape and size being fit for purpose
  - ▶ Globalisation – but also localisation
  - ▶ Increasingly female workforce – need to look again how we work
  - ▶ Increasing amounts of workforce legislation
  - ▶ Greater focus on personal, team and organisational development
- 

# The personal change challenge

- ▶ Building on professional expertise but...
  - ▶ Focussing on skills not job title
  - ▶ Not being afraid to take a chance on yourself
  - ▶ Trying something new and different
  - ▶ Learning from experience.. And transferring it
  - ▶ Setting challenging but realistic personal goals
  - ▶ Taking ownership of personal and career development
  - ▶ Multi tasking and multi skilling
- 

# Human Resources to Workforce and OD

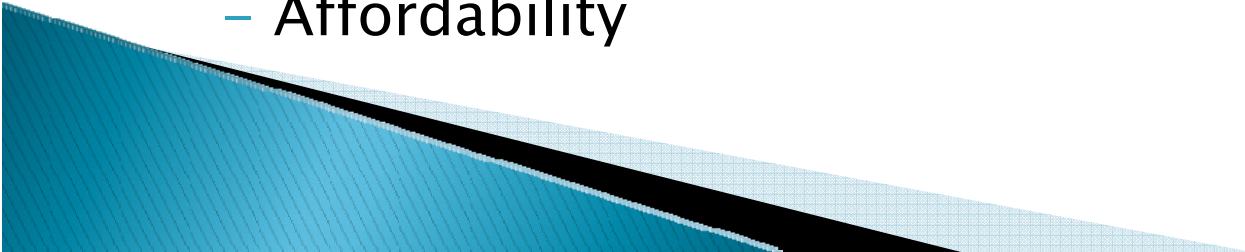


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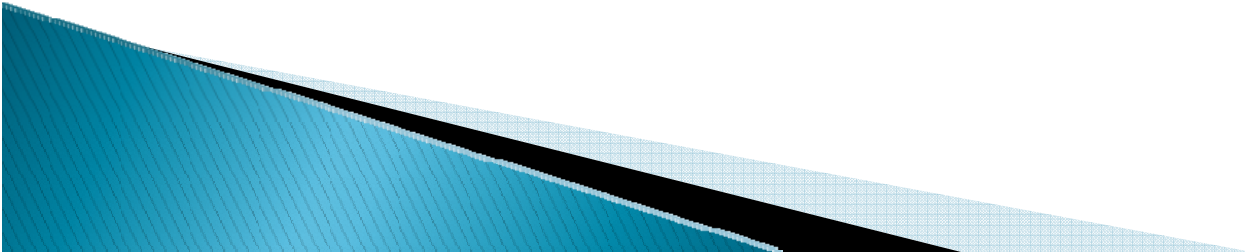
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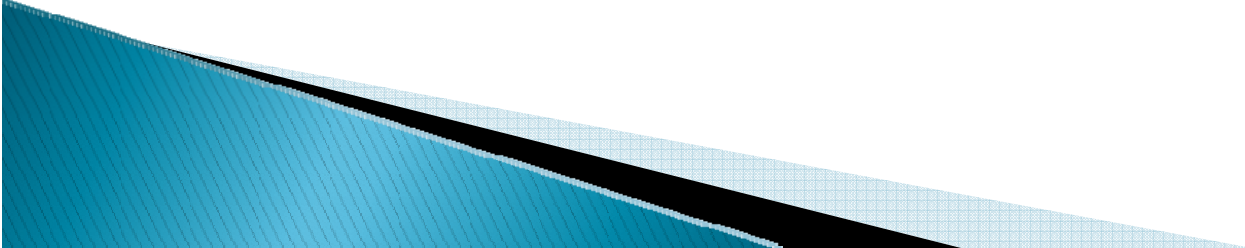
# The Future Challenge for Workforce and OD

Developing organisations and staff that have at their heart:

- Citizen Centred Services
  - Quality
  - Caring
  - Sound Partnerships
  - Cost effectiveness
  - Efficiency – no avoidable waste
  - Continuous Improvement
  - Flexible delivery of services to meet user needs
  - Staff Empowered to deliver all of the above
  - Leaders and Managers who empower, facilitate and deliver
  - Affordability
- 

# What this means for us....

- ▶ Doing the day job well and –
  - ▶ Understanding the organisation and the context
  - ▶ Having the courage to challenge “the way it’s always been done”
  - ▶ explore new and different ways of doing things
  - ▶ Understanding skills – not just “job titles”
  - ▶ Understanding whole systems and their inter-relationships
  - ▶ Developing and using Partnership skills
  - ▶ Taking on new roles
- 

- ▶ Sitting confidently with service and financial planning
  - ▶ Recognising the expertise and value we bring to the organisation
  - ▶ Continually testing the organisational structures, systems, culture, practices and processes underpin and deliver agreed and stated values, aims and organisational priorities.
  - ▶ Learning to option appraise and risk manage
  - ▶ Understanding the bottom line but....
  - ▶ Never forgetting people
- 

# Above all....develop the vision and live it.

