

# PAPER

BOD 122/2014

Agenda Item: 10

# Report to the Meeting of the

# Oxford Health NHS Foundation Trust

# Board of Directors

**24 October 2014**

**Organisational and Leadership Development Strategy Framework**

**For: Approval**

**Executive Summary**

This report summarises existing organizational and leadership development activities across the Trust, proposes a model as a framework for coordinating and aligning further development, and identifies a number of key next steps and a set of criteria which will be developed to evaluate progress as the strategy is implemented. The framework is drafted with reference to the CQC’s Key Lines of Enquiry in relation to the ‘well led’ domain. The Board has asked for a formal strategy for organizational and leadership development. Professor Sue Llewelyn has undertaken a number of interviews, some with Board members, and reviewed existing activities in preparation for this paper. Executive Directors participated in a workshop earlier in the year which led to its development.

**Recommendation**

The Board is asked to approve the strategic framework and to note the implications for at least one board seminar per year to spend time reviewing organizational and leadership development across the Trust.

**Author and Title:** Stuart Bell, Chief Executive with the assistance of Professor Sue Llewelyn

**Lead Executive Director:** Stuart Bell, Chief Executive