

# South West Registered Managers' Forum

## making a **plan...**

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OPERATION



FINANCE



COMPETITOR?

VISION MARKETING

GOALS SETTING

# STRATEGY

BUSINESS



TEAMWORK

SERVICE RESEARCH



RISK CONTROL

SUCCESS

RESEARCH

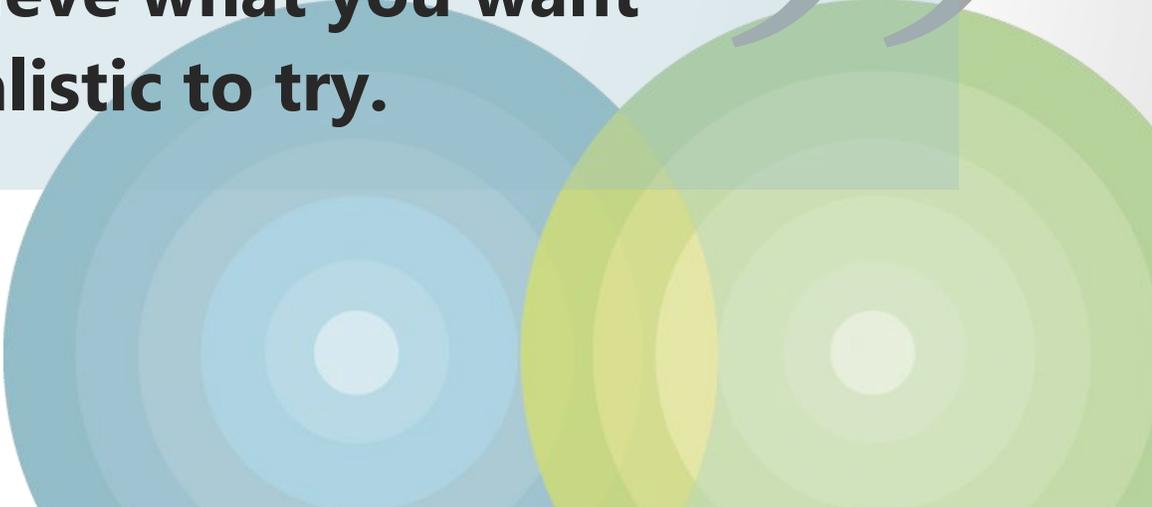
GROWTH



# Why have a **strategy**...?

- keep direction
- to share a vision and values
- manage uncertainty
- prioritise
- resource planning
  - financial & practical
  - people
  - young people
- measure success
- 





The objective is **not to eliminate risk but to increase the odds of success**... managers accept good strategy is not the product of hours of careful research and modeling that lead to an inevitable and almost perfect conclusion. Instead, it's the result of **a simple and quite rough-and-ready process of thinking through what it would take to achieve what you want and then assessing whether it's realistic to try.**

# What is **strategy**

Strategy sets the direction to achieve your core purpose, values and vision (vision being your identity, philosophy and values), and:

- is a process of looking forward to a new way of operating, and developing a journey of how to get there
- takes a long-term view about how to make realistic sense of the vision, and how you achieve this over a period of time
- aligns the organisation and its resources to this future direction



# Strategic processes

- Conceptualising
- Engaging
- Articulating
- Implementing

# Strategic approaches

- Proactive & accessible – shape the future together
- Broad themes, not details
- Focused on core developments
- Set clear success criteria

# Strategic leadership

- Set the direction & translate strategy to action
- Align people, organisation & strategy (culture change)
- Get the timing right (and know when to stop!)
- Hold the long term future not the short term fad

# Strategic process - conceptualising

1. The quality and purpose of care standard
2. The children's views, wishes and feelings standard
3. The education standard
4. The enjoyment and achievement standard
5. The health and well-being standard
6. The positive relationships standard
7. The protection of children standard
8. The leadership and management standard
9. The care planning standard



# Strategic process - conceptualising

For staff in children's homes to hold lead roles for key areas, and be part of a larger community of practice that shares ideas, solutions and support each others' learning



**Disability & Leadership**

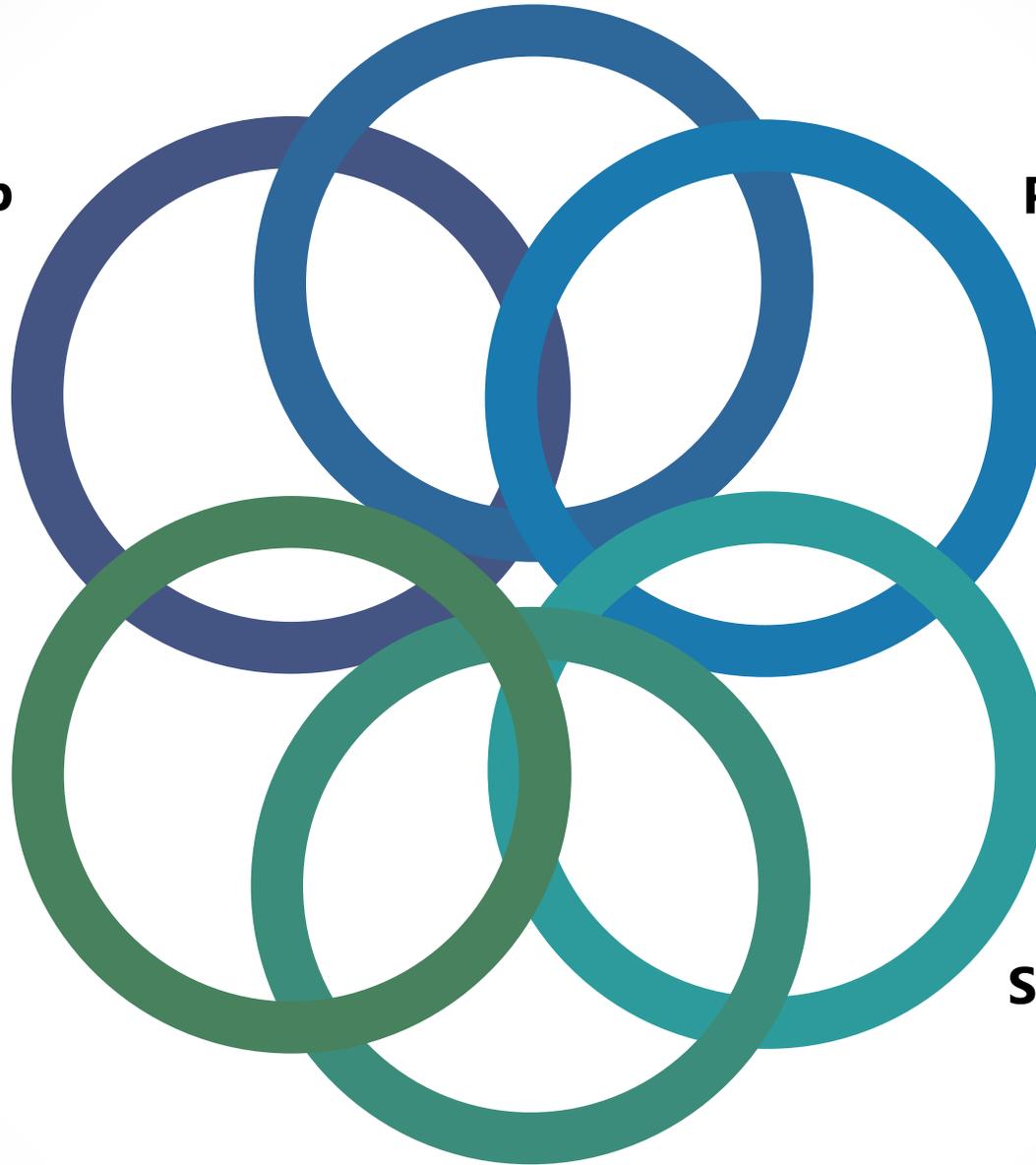
**Residential Leadership  
Group**

**Participation Leads**

**Online safety Leads**

**Safer Recruitment Leads**

**Exploitation Leads**



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## Planning

### Clarity of purpose

An agreed vision reflected in the setting's mission/SoP

### What does good look like?

An agreed description of what delivering this vision looks like

### What is needed to be 'good'?

Consider the resourcing and approach

### How to improve practice

What steps need to be taken

## Outcomes

### Results

Do children experience the vision?

### Performance

Performance measures – the easy to capture

### Learning

Post implementation reflection

### Motivation

How people feel through the process. Reflection in action



# Strategic planning

- Your reflections
- How might you put this into action
- What additional learning might be useful

