

# Workforce redesign



## Principle 1

- Take a whole systems view of organisational change

## Principle 2

- Recognise the different ways people, organisations and partnerships respond to change

## Principle 3

- Nurture champions, innovators and leaders; encourage and support organisational learning

## Principle 4

- Engage people in the process; acknowledge value and utilise their experience

## Principle 5

- The different ways that people learn should influence how change is introduced and the workforce supported

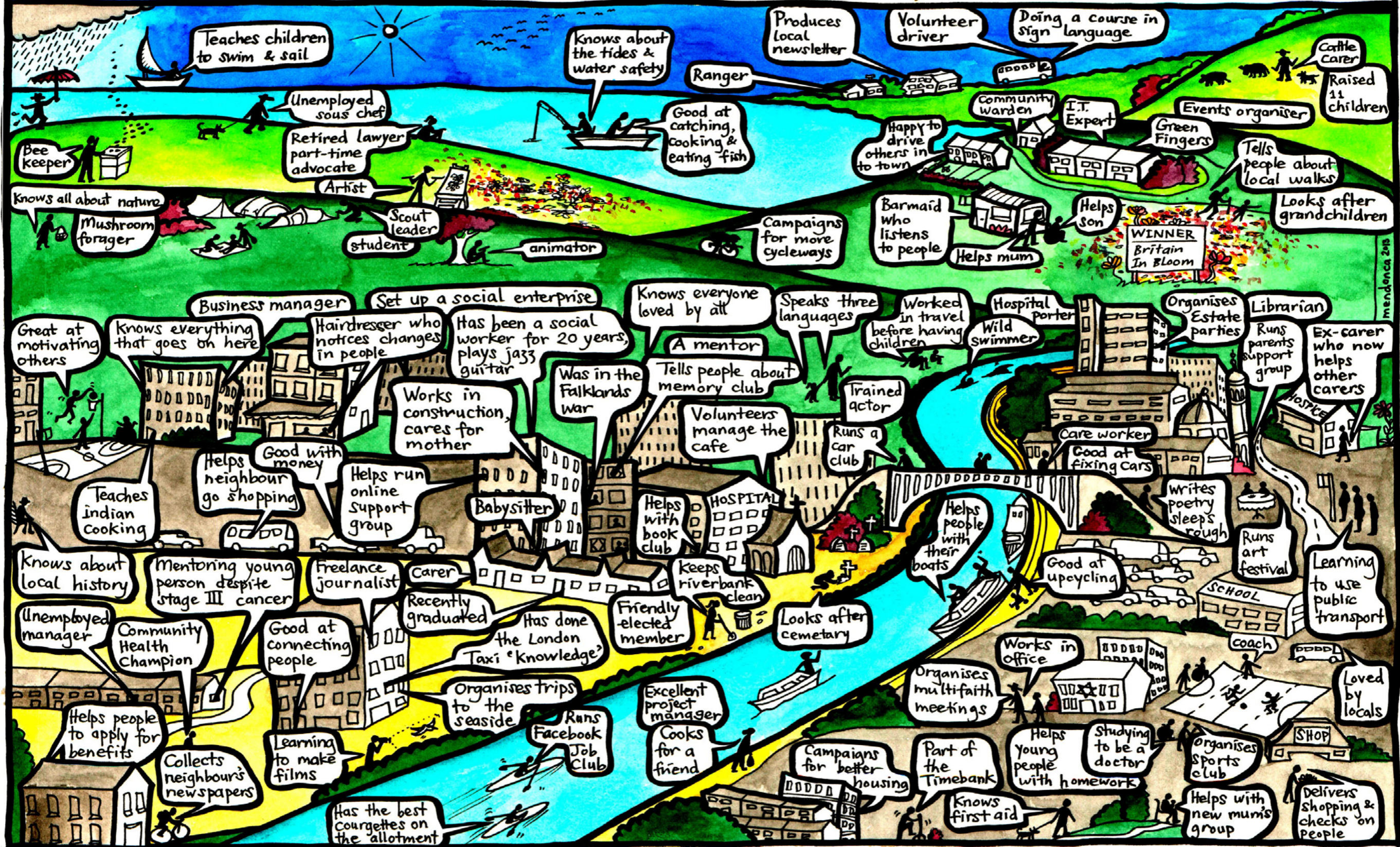
## Principle 6

- Encourage and utilise people's thinking about values, behaviours and practice to shape innovation

## Principle 7

- Actively engage with your community to understand its cultures and strengths; work with the community to develop inclusive and creative workforce planning strategies





mendocca 2013





marjasa 2016

Even though she was dying,

she helped me make plans for my future,

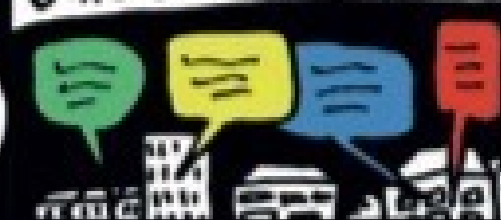
and I helped her stay at home until the very end.

I hadn't realised how many skills I had gained

through being a carer for so long.



OUR Community's SKILLS



They asked me to help other carers who might be

worried about their loved one's final days.

They even got me to speak at a meeting

set up by local residents who wanted to

celebrate how great our community is.



I made new friends, joined Timebank and a club.

Some people from a care home were at the meeting.

They were surprised at how much was happening locally.

We worked with them to find better ways for

those they support to really be part of our community.

# How to resources



skillsforcare

**workforce shaping and commissioning for better outcomes**

Summer 2015

The principles of workforce integration

Skills for Health Skills for Care Skills for Learning

## The Principles of Workforce Redesign

A framework for service transformation in adult social care



Valuing what matters  
Commissioning citizens and communities to provide social care services

A guide for commissioners

skillsforcare



PEOPLE  
PERFORMANCE  
MANAGEMENT