



# Values-Based Care Diagnostics

## A transformative new service from Skills for Health

Values-based care is now a major priority for the UK's health sector, supporting decision-making within a framework of shared values.

Every organisation has its own values, fundamental and enduring beliefs that drive actions, behaviours, attitudes and norms.

At Skills for Health, we've developed a new consultancy package that identifies and articulates how your organisation's values

map against key policy drivers, such as the NHS Constitution.

A consultant will also examine their effectiveness and investigate how they are lived and breathed by your staff, helping you to enhance organisational performance, refocus your OD strategy and, most importantly offer the best care possible for your patients.

# What are the advantages for your organisation?

## When you book a Values-Based Care Diagnostics, you will:

- Receive feedback on your organisation's corporate values, including their origin, application and alignment to key policy drivers
- Receive feedback on the emphasis on economic, ethical and emotional values – and the tensions between them
- Obtain analysis of functional and corporate values gaps, helping you to target any areas of concern
- Learn the challenges your staff are facing, as well as their perceptions of the character and effectiveness of the executive team
- Discover how your organisation emphasises rewards and punishments
- Identify good practice within your organisation – and provide a mechanism to champion it



# How does it work?



Our consultants work alongside you to examine what's working and what isn't, helping you to implement and sustain a values-based culture within your workplace.

**In a process that runs over several months, our expert consultancy team will:**

- Review any documentation that communicates corporate values to your staff, and compare these with the values set out in the NHS Constitution – and any other applicable policy drivers
- Meet with your executive team and discuss approaches to values, intentions and perceptions. We'll also ask you to nominate a cross-section of staff to participate in follow-up meetings – and determine the best method for feeding back our findings

- Hold an agreed forum with your staff, collecting data about staff values and approaches to practice
- Provide individual feedback to your executive team that reflects both personal and staff responses, along with the differences and similarities between the two
- Produce a comprehensive feedback report, complete with an analysis of our findings and recommendations for next steps

**You've got your organisational values – now see how they match against the national, NHS and other key standards through the UK's healthcare sector, and how they're affecting your organisation from the inside out.**

*Our new offering brings a clear and cost-effective platform for the implementation of successful values-based healthcare, aligning internal culture with key policy drivers, and helping staff at all levels deliver the best healthcare services to patients."*

**John Rogers**

Chief Executive, Skills for Health

*Crucially, you'll understand how aligned your organisation is to the values you're striving to achieve, laying the groundwork that will help you to prioritise and refocus your organisational development strategy.*

## What next?

Skills for Health, the Sector Skills Council for Health and a not-for-profit organisation has been at the forefront of delivering innovative, sustainable and affordable high quality healthcare workforce development solutions for the past 14 years. Talk to us to help you achieve results and adapt novel, and proven solutions in your area today.

**Please contact your  
Regional or Country Director:**

**Jim Moran**

Greater London and South East  
of England Regional Director  
07826 533346  
[jim.moran@skillsforhealth.org.uk](mailto:jim.moran@skillsforhealth.org.uk)

**James Moreton**

East of England and East Midlands  
Regional Director  
07795 301471  
[james.moreton@skillsforhealth.org.uk](mailto:james.moreton@skillsforhealth.org.uk)

**Anne Clarke**

South of England Regional Director  
07795 612688  
[Anne.clarke@skillsforhealth.org.uk](mailto:Anne.clarke@skillsforhealth.org.uk)

**Rachel Searle**

Wales Country Director  
07741 249437  
[Rachel.searle@skillsforhealth.org.uk](mailto:Rachel.searle@skillsforhealth.org.uk)

**Tim Lund**

North of England Regional Director  
07771 371918  
[tim.lund@skillsforhealth.org.uk](mailto:tim.lund@skillsforhealth.org.uk)

**Marc Lyall**

West Midlands and South West  
of England Regional Director  
07909 944427  
[marc.lyall@skillsforhealth.org.uk](mailto:marc.lyall@skillsforhealth.org.uk)

**Gillian Aitchison**

Scotland & Northern Ireland  
Country Director  
07920 824652  
[Gillian.aitchison@skillsforhealth.org.uk](mailto:Gillian.aitchison@skillsforhealth.org.uk)



**For information regarding this service, please contact us:**

-  [www.skillsforhealth.org.uk](http://www.skillsforhealth.org.uk)
-  0117 910 2286
-  [contactus@skillsforhealth.org.uk](mailto:contactus@skillsforhealth.org.uk)