

Maturity Matrix TI Leadership and Culture Self-Assessment and Evidence – **Overall Score Level 1 Basic, Feb 2020**

Criteria	Evidence	Outcomes and Measures	Self-Assessment Score and Comments
Leadership capacity, capability and development	<ul style="list-style-type: none"> Organisational structure and vacancies Review leadership development and training programmes Management development offering and recommendations paper Review leadership and management development offering across NHS Wales Succession planning documents and programmes Talent management plans and documents Staff survey's – information and intelligence/feedback about leadership PADR in place for all staff and evidence that the development plans are being delivered 	<p>Operating model implemented and recruited to</p> <p>Management and leadership programmes being delivered to all levels with measurable outcomes.</p> <p>Succession and talent plans exist, linked to a good quality PADR</p>	Level 1 Basic
Values and Behaviours	<ul style="list-style-type: none"> Let's Talk Culture Staff survey – 35% response rate Let's Talk Culture listening Workshops with staff and patients - Round 1 – circa 450 attendees Let's Talk Culture listening Workshops with staff and patients - Round 2 - circa 400 attendees Communication Materials - Chief Executive blog, staff website landing page & social media coverage, posters, flyers, pull up banners etc Forward schedule for next set of workshops in place with various communications to staff and managers 	<p>Over 4,000 staff contributed to the workshops and survey around culture. Staff are involved and actively encouraged to help inform the values.</p> <p>Communication material is circulated through various channels so staff are aware of how to get involved plus what they can expect for next steps</p>	Level 2 Early Progress
Inspired Shared Purpose	<ul style="list-style-type: none"> Learning from external development reviews e.g. Executive Development Learning outcomes from recent executive development days with Lifetree Vision and Mission for CTMUHB developed as part of the IMTP 2020/21 – 2022/3 process. 	A shared purpose with executive colleagues that can be cascaded throughout the new operating model	Level 2 Early Progress

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	<ul style="list-style-type: none"> • Integrated Health and Care Strategy drafted • Executive involvement in the corporate induction 	<p>Clinically led operating model</p> <p>Documented vision and LT strategy</p>	
Employee Experience	<ul style="list-style-type: none"> • Employee Experience Steering group terms of reference agreed • Employee Experience paper and proposed programme structure – agreed and in place • Established Employee Experience activity group • Interviews/focus groups with staff 	<p>Clear governance and accountability with senior Board and Exec ownership</p>	<p>Level 1 Basic</p>