

THE TRUST  
**STRATEGY**  
2022 – 2027



# Context

## Looking back

- Integrated with a GP Group, Your Health Partnership
- Implemented new EPR, Unity
- Construction setbacks for our new hospital
- Collaborated with partners eg vaccination and complex discharge

## Looking ahead

- Opening and operating the Midland Metropolitan University Hospital
- Post-Covid world service design
- Recovery and restoration of services and workforce
- Delivery of place-based care in line with the white paper
- Integration at a system level as outlined in new integrating care white paper

## Purpose

Improve Life Chances and Health Outcomes

## Vision

Most Integrated Health Care Provider

Our Values

## Our Strategic Objectives: The 3 P's

### Patients

To Be Good or Outstanding in Everything We Do

Safe  
Effective  
Caring  
Responsive  
Well-Led  
Use of Resources

### People

To Cultivate and Sustain Happy, Productive and Engaged Staff

Culture  
Technology  
Physical Environment  
Learning & Development

### Population

To Work Seamlessly with Our Partners to Improve Lives

Development of the Place Based Partnership(s)  
Growing Together in the Integrated Care System  
Social & Economic Regeneration  
Green Plan

Board Level Metrics

Enablers

New Hospital & Better Buildings

Continuous Quality Improvement

Digital

Leadership Development

Research

Provider Collaborative

## Our Patients

To Be Good or Outstanding in Everything We Do



**Better Value,  
Quality Care**

**Well Led**

## Our People

To Cultivate and Sustain Happy, Productive and Engaged Staff

### Staff Experience

#### Culture

**Prevent Dissatisfaction**  
Physical Safety  
Psychological Safety  
Equity

**Increase Satisfaction**  
Choice  
Meaning  
Camaraderie

Values & Behavioural Framework

Staff Journey from Recruit to Retire

#### Technology

Intuitive  
systems that  
make our  
work easier

#### Physical Environment

Comfortable  
and productive  
spaces that  
make us feel  
valued

#### Learning & Development

Fundamentals of Care

**Safe & Skilled  
Workforce**

Integration Programme

**Learning Campus**



## **Our Population**

To work seamlessly with Partners to Improve Lives

### **Seamless Care**

**Development of  
the Place Based  
Partnership(s)**  
*Locality Level*

**Growing Together  
in the Integrated  
Care System**

# **Population**

**To Work Seamlessly  
with Partners to  
Improve Lives**

### **Health & Wealth**

**Social and Economic  
Regeneration as an  
Anchor Institution**

**Green Plan to Reduce  
Our Impact on Our  
Environment**

## Enablers

### New Hospital & Better Buildings

- Midland Metropolitan University Hospital
- Acute Care Model
- Upgrading our Existing Estate

### Continuous Quality Improvement

- Create the capability and environment for Continuous Quality Improvement

### Digital

- Easy to use
- Transform delivery of care
- Core level of digitisation
- Link more systems together

### Leadership Development

- Compassionate, inclusive and aligned leadership at all levels of the organisation

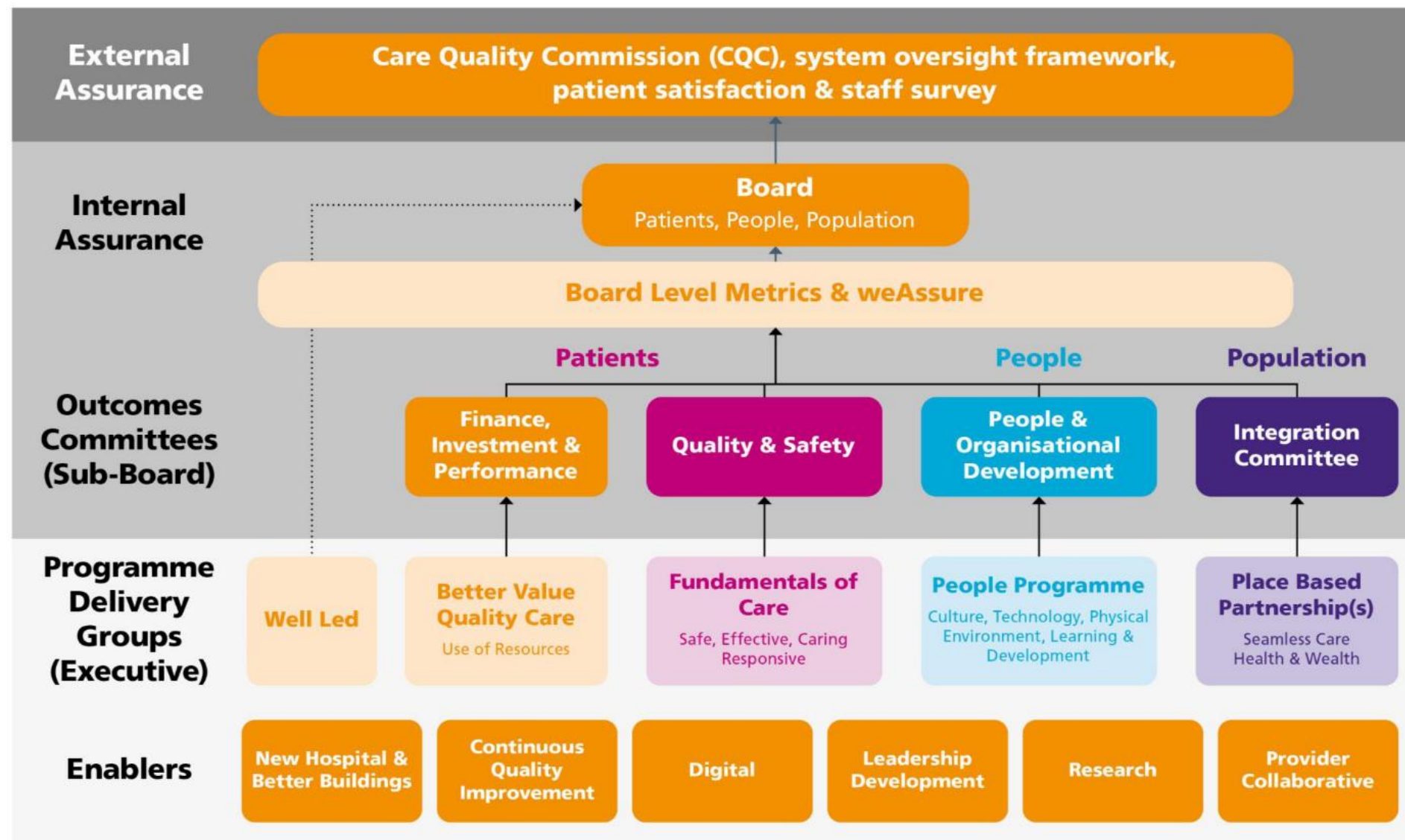
### Research

- Advance our research maturity
- Do more research for our local population

### Provider Collaborative

- Reduce differences access, experience and outcomes by working together

# Our Governance





## Our Trust Priorities

### Before MMUH

- Launch our Strategy and co-develop the plans e.g. Fundamentals of Care
- Value and Behavioural Framework
- Prepare for and open MMUH
- Staff journey from recruit to retire
- Budget reset and cost control
- Place Base Partnership Development
- Agree a Continuous Quality Improvement approach



### After MMUH

- Embed new ways of working and Continuous Quality Improvement
- Make significant improvement in our Board Level Metrics, Staff Survey and Patient Experience
- Develop a Learning Campus
- Work closer with partners in the Integrated Care System