A Chief Executive’s perspective on Partnership Working

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What are healthy partnerships?

- Honest
- Trustworthy
- Able to have difficult conversations without a breakdown in the relationship
- Adept at managing conflict
- Respectful
Why do we want healthy partnerships?

- To be the best we can for our patients and clients
- Maximise the amount of emotional energy that is spent on patient care rather than concerns about ER issues
- Maximise staff engagement during difficult times
- Understand many points of view before difficult decisions are taken
What get’s in the way of healthy partnerships?

• Fear of change and fear of managing change
• Fear of having difficult but honest conversations
• Lack of clarity about consultation and negotiation arrangements
• Lack of clarity about capability v conduct issues
• Lack of Trust and respect for legitimate interests
Why are healthy partnerships more important than ever?

• Funding shortfalls
• Skills shortfalls
• Collaborations and shared services
To move forward together we need more …

• Open dialogue
• Frequent meetings
• Early discussions
• Tough decisions
• Learning the lessons
• Working together for the least worst situation for the staff
• Building of trust and respect

The 6th Annual London NHS Partnership Conference
“Healthy Partnerships for a Healthy NHS”
Making it happen locally

- Newly merged organisation - acute and community
- Large local employer – 9,000+ staff
- Financially challenged / huge backlog maintenance
- Skills and staffing gaps
- Collaborative working – work in progress!
- Recognising where we could have done better
- Culture and values
- Shared goals and aspirations
Life is not about waiting for the storm to pass, but learning to dance in the rain.