

Independent review of board effectiveness Presentation to the Council of Governors

18th January 201w



Our approach

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1. Desktop review undertaken of key documents
2. 1-2-1 interviews with each member of the board
3. Observed 24th November 2010 board meeting
4. Facilitated 2 focus groups
5. Interviewed key external stakeholders
6. 'Confirm and challenge' sessions undertaken with each member of the board
7. Personal feedback provided to each member of the board
8. Facilitated a board workshop on 14th Dec 2010
9. Presentation to Governors
10. Final report produced

Emerging themes

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1. No material concerns
2. The cohesiveness and effectiveness of the board has improved
3. Board visibility and engagement is excellent
4. Board members have a desire to be more strategic and are in the process of revisiting the Trust's mission, vision, values and strategic priorities
5. Relationships with the local PCT and Community Trust are perceived to be poor but actions are in place to rectify this perceptions
6. Some concerns raised regarding a 'bullying' culture within the Trust. Our review indicated that whilst there are pockets, the culture does not appear to be systemic

Any questions?



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