



# Well Led Board Assessment

We provide independent facilitation & consultancy advice to help Boards to undertake a meaningful Well Led self-assessment.

Contact Kate Dyer 0116 225 6124 / [k.dyer@nhs.net](mailto:k.dyer@nhs.net)

- The Self-Assessment determines the priorities for external review
- We have seen significant differences in self-assessment scores by individual Board members
- Our facilitation helps to unite Board scores
- If the right priorities aren't identified, this can hinder development and improvement
- developmental reviews are recommended between every 3-5 years; however, Boards should be making a self-assessment on an annual basis

Recent guidance has been issued by NHS Improvement (*'Developmental reviews of leadership and governance using the well-led framework: guidance for NHS trusts and NHS foundation trusts'*) which updates the well-led framework for leadership and governance development reviews. It intends to support trusts to maintain and develop the effectiveness of their leadership and governance arrangements. It replaces the former well-led framework issued in 2015.

The Board's self-assessment is the first stage in understanding the organisation's strengths and weaknesses. This is the initial step in determining the scope of an external review.

Clarifying the scope of the review will enable the Board to engage external facilitators with appropriate skills, and ensure that any detailed elements of the review are focussed on relevant aspects of the framework. This can ensure that the right areas of leadership and governance are identified which would benefit from further targeted development work to secure and sustain future performance.

In our experience, we have also found this to be of significant benefit to a Board's understanding of their own organisation in terms of the KLOEs, and our facilitation has helped clients reach a united view on priorities.

We provide independent facilitation for Boards (and Senior Leadership Teams) to self-assess against the 8 KLOEs and reach united agreement on the KLOEs which would most benefit from further improvement.

This can include;

- An initial survey of Board members / SLT on key questions within each of the 8 key lines of enquiry.
- An analysis of the output (including a review of key evidence)
- Board session to feedback, discuss discrepancies and present what the evidence is showing. This includes a re-vote within the board session.
- A summary report to present our findings.