

Hampshire 20/20 Leadership Programme

“Developing the Person, to improve the Place, for the benefit of the whole Population”

The Health and Care providers and commissioners in the North and Mid Hampshire Local Care Partnership are fortunate to have excellent leaders who are able to influence changes and improvements in their own organisations. It was becoming clear that we needed something different because, with the best will in the world, no one organisation alone can lead improvement in the whole healthcare system. The patients’ experience of navigating the different organisations tells us that they assume the organisations are “one team”, though sadly we don’t always work as such.

We had followed the Frimley 20/20 Leadership Programme (pioneered by Peter Bibawy) with interest and could see the benefit of system leaders working together on shared challenges. The leaders in the North and Mid Hampshire Local Care Partnership got together to deliver our own Hampshire 20/20 Leadership Programme and are currently recruiting to next year’s programme. The roll out of Primary Care Networks will make next year’s programme even more exciting.

What makes Hampshire 20/20 so special?

- It’s a team effort at every level – we have a small board of leaders from across the system who work together to shape, role model and influence the programme. The programme is funded by the organisations participating in the programme, with support from the Wessex and Thames Valley Leadership Academy. We rely heavily on administrative support.
- The thirty people who were selected for the programme (based on their commitment and curiosity) represent different organisations from health and social care, public and voluntary sectors in our system. They are people who are working at the coal face and understand the real challenges of their people and populations.
- The programme runs over a year with one day and two day residential programmes, but, more than that, the cohort remains connected (thanks to Whatsapp) in between so they are problems solving in real time through real relationships. We call this “place based learning”.
- The participants have had a chance to be exposed to mentoring and coaching support throughout the programme. This has been facilitated through our links with Co-create Consultancy who have been instrumental in delivering this programme.
- The Hampshire 20/20 principles include “courage to innovate” with a bias for action, so the participants are encouraged to focus on a “change challenge” - ie to get on and make a difference.

Our first cohort has been exceptional for many reasons. They have developed strong relationships across different roles and organisations. They have built trust and, with support from Tom James (from CoCreate), they have created a “safe space” to test ideas; share challenges and learn from each other. Over the past year they have been inspired by leaders from different sectors who have shared their experience with them, but also reminded them that it’s okay to fail - that’s when we learn most.

What difference has the course made?

Time will tell, but we have grown 30 leaders who are now able to use their influence across different organisations to do the right thing for the people they serve.

Aligning leaders around a system focus is not easy, but uniting people through a common purpose (defined by our shared population) gives us a unique opportunity to challenge old ways of behaving.

We have the beginning of a movement which consists of “can do people” who want to make an impact on our population and are cutting through the complex public service bureaucracy that often makes things difficult. It is a privilege to be part of it.



Hampshire 20/20 London launch at The House of Commons with Baroness Dido Harding – NHSE/I