

IUBA6003 Leading and Developing People

Assignment 2 : Group Presentation

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Lecturer: Myfanwy Davies

Presented By:

SHAHAD YOUSIF ALSHARIF (2026696)

CHEW YIK YAU (2030308)

IVEY LYNNE SONG YI-LIN (2026692)

CAMELIA AMAL AMRAN (2026695)

Prepared by: Shahad Yousif Alsharif (20200417)

PRESENTATION

LINK

VIDEO:

https://uowtsd-my.sharepoint.com/:f:/r/personal/2026695_student_uwtsd_ac_uk/Documents/WALES%20RECORDING%20TEAM%201?csf=1&web=1&e=LXoBXM

PRESENTATION

LINK

SLIDES:

https://www.canva.com/design/DAFsiu7fhCw/K70FztmuKO5bTNZFJDjNvA/edit?utm_content=DAFsiu7fhCw&utm_campaign=designshare&utm_medium=link2&utm_source=sharebutton

NOTE: Extra Research and Analysis is highlighted

Introduction Script



Nottinghamshire Healthcare

NHS Foundation Trust

Good day, Madam. We are pleased to provide our review of Nottinghamshire Healthcare NHS Trust's Learning and Development Program today. Our task delves into four essential areas of this program, investigating its design, efficacy, alignment with current and future demands, and the importance of successful L&D initiatives. This detailed study is the result of a joint effort by our team, with each member bringing unique ideas to provide you with a comprehensive perspective.

Before we get started, let's give you a quick rundown of Nottinghamshire Healthcare NHS Trust. Nottinghamshire Healthcare NHS Trust is a well-known healthcare institution in Nottinghamshire, England. It is critical in providing healthcare services and increasing the well-being of the local community, and its Learning and Development Program is critical in ensuring that its personnel is skilled, adaptable, and ready to address changing challenges. The Learning and Development Program is instrumental for a skilled, adaptable workforce Focused on the strategy for the years 2014-2019.

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Analyze the Efficacy of the L&D framework in enhancing the effectiveness of people within the organization

The Nottinghamshire Healthcare NHS Trust's L&D framework appears to encompass a wide range of training topics, such as fundamental compliance instruction, the development of clinical skills, leadership and management training, and recovery education. Although this all-encompassing approach is excellent, these training programs' success needs to be carefully examined.

Comparison to industry standards

The L&D framework is consistent with the organization's goals, values, and the Integrated Business Plan (IBP). This alignment implies that the framework is intended to support the organization's strategic direction. It ensures that employee development is aligned with the organization's larger aims, potentially increasing employee effectiveness.

In comparison to a corporation such as CVS Health USA, Both firms acknowledge the need to provide a varied range of training programs to fulfil the demands of their personnel. CVS Health offers a wide selection of training programs, and Nottinghamshire Healthcare NHS Trust follows match by offering a diverse collection of training programs that include clinical skills, leadership, recovery education, and more.

As shown in Figure 1 below, the functions introduced in the ACADEMIES framework by (McKinsey & Company, 2019) provide a thorough roadmap for maximizing the Learning and Development (L&D) function within businesses. The ACADEMIES framework can be a useful tool for evaluating the L&D framework of Nottinghamshire Healthcare NHS Trust to the standards of the industry. We can assess alignment with best practices and find areas for improvement by reviewing the Trust's L&D initiatives against each facet of the ACADEMIES framework. Evaluating how well the Trust's L&D strategy matches with its business aims, or how it monitors the impact on business success, for example, can provide insights into its efficacy and areas for improvement.

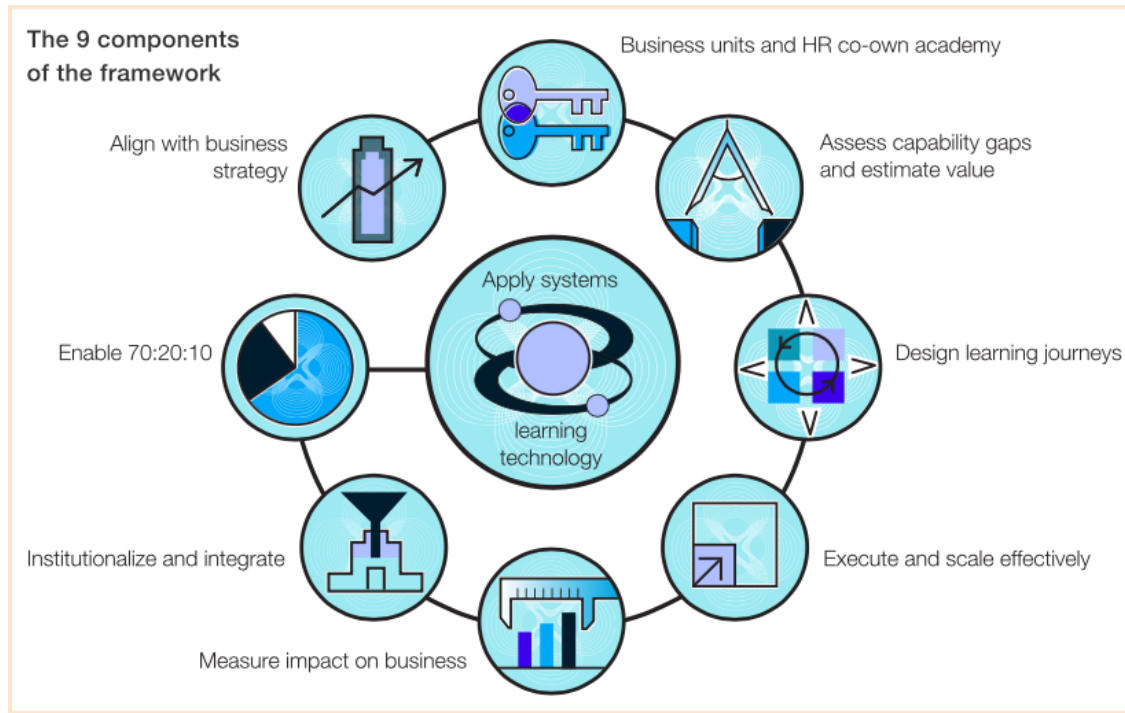


Figure 1: The ACADEMIES framework nine components.

Source : (McKinsey & Company, 2019)

Tangible Measures of Success

Nottinghamshire Healthcare NHS Trust's Learning and Development Strategy includes a variety of measurable success indicators that are crucial for the organization's growth and development.

Implementing comprehensive electronic learning solutions is a bold move toward changing education and training within the firm. And it provides a tangible measure of success in the form of deployed electronic tools and platforms.

Another quantifiable criterion is to maximize the usage of the internet and create a global web profile for Learning and Development. Metrics such as website traffic, online resource use, and user engagement can be used to measure success in this area (Kareem,2019).

Moreover, The request for a high-quality leadership development program demonstrates the organization's dedication to cultivating leadership excellence. Success in this domain will be demonstrated by participants' demonstrated leadership skill growth, high program participation rates, and positive feedback from attendance.

Creating evaluation models to track learning efficacy is a worthy goal. The development and deployment of these models, as well as their capacity to give relevant insights, can decide success. Effective assessment methods can improve education and training quality, resulting in better outcomes.

The Kirkpatrick Model, a typical way to evaluate learning effectiveness, was used to analyze the Nottinghamshire Healthcare NHS Trust's Learning and Development (L&D) plan (Smidt, 2019). The plan lacks explicit features for collecting feedback on learner satisfaction and training value (Reaction level), as well as data on tests or quizzes to gauge knowledge and skill acquisition (Learning level). Furthermore, there is little explicit mention of tracking changes in job performance or practices following training (Behavior level), and there is little talk of assessing tangible advantages such as higher productivity or improved employee retention (Results level). To improve the plan's efficacy, more comprehensive assessment procedures at multiple levels, tracking behavioural changes, and specifically evaluating actual benefits might be used (Mohamed, 2012).

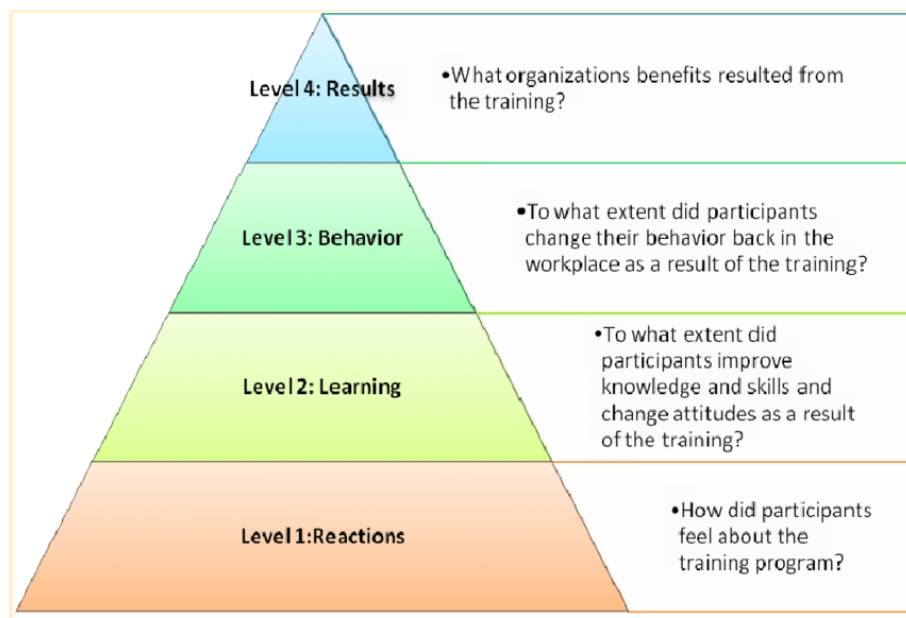


Figure 2: Kirkpatrick Model

Source: Mohamed, 2012

Cost-Effectiveness

Yes

The Learning and Development Strategy for Nottinghamshire Healthcare NHS Trust is likely to be cost-effective due to its comprehensive approach and strategic alignment with the organization's goals and compliance requirements along with the return on investment.

Other Factors contributing to its cost-effectiveness:

- Long-Term Planning (5-year plan)
- Efficient Technology Adoption

Links to Employee Effectiveness

The program outlines various plan initiatives that have the potential to improve employees' effectiveness:

- Compliance and Essential Training: Ensuring employees' statutory compliance through essential training can improve their proficiency and performance. This type of training is frequently required in industries such as healthcare, where precise adherence to standards is crucial for patient safety and data protection. Employees are better equipped to do their responsibilities within the confines of the law and organizational norms when comprehensive compliance training is provided. As a result, their proficiency and performance improve by lowering the chance of legal infractions, errors, and accidents (Black, 2022).
- Leadership and management development can have a favourable impact on staff performance, motivation, and overall effectiveness (Burhan Ismael, 2021). These programs aim to improve leadership skills such as communication, decision-making, problem-solving, and team management. Employees who obtain leadership training are better equipped to guide their teams, make educated decisions, and motivate colleagues (Carroll, B., 2019). This, in turn, improves staff performance because leaders can provide clear guidance and assistance.

- Integration of Technology: Using technology to make training more accessible and efficient can potentially improve the success of learning initiatives. Technology integration also allows for real-time tracking of progress and assessment, giving learners and trainers quick feedback. Overall, technology integration improves training program performance by making them more customizable, engaging, and accessible to employees (Isteni, A., 2021).
- Evaluation and Quality Assurance: Strong evaluation models and quality assurance methods can lead to continual improvement in training, which improves employee effectiveness.

(Word count: 908)

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