

Cumbria Learning and Improvement Collaborative (CLIC)

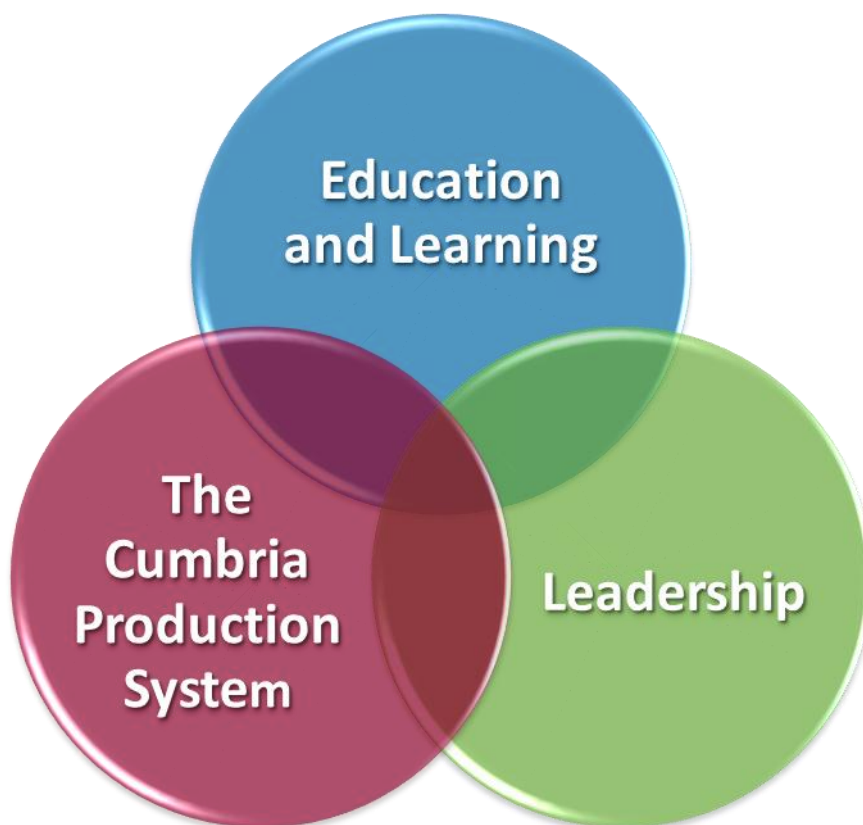
Purpose and Strategies

Our Purpose

Driving a positive transformation in health and social care across Cumbria and the Morecambe Bay area by leading and embedding a culture of collaboration for continuous learning, continuous improvement, and living within our means.

Our Strategies

The three strategies we are currently focusing on to achieve our purpose are:



Strategy 1: Education and Learning

Transforming learning through collaboration and evaluation

- Training staff in what they need to know to do their jobs as well as possible
- Learning together in teams to improve services and save money
- Involving the people who use our services in our learning
- Training staff to be able to continually improve their jobs and services

Strategy 2: The Cumbria Production System

Developing and implementing the Cumbria Production System

- Helping staff to use and develop the knowledge and skills that they already have
- Giving help to learn, master and apply modern improvement methods
- Understanding and using existing good practice
- Together, developing and agreeing the Cumbrian Production System, using the best of what we know
- Focusing our efforts on our service priorities

Strategy 3: Leadership

Embedding talented leadership in all staff

- Driving the adoption of a common culture by developing staff to be talented leaders
- Nurturing behaviours and embedding a culture of service improvement
- Developing and building leadership talents in the following areas:
 - The Berwick 'manifesto' for leadership behaviours
 - Innovation
 - Continuous improvement
 - Coaching
 - Team work
 - Involving the people who use our services
 - Planning and rigorous delivery
 - Measurement