

People Portfolio Strategy

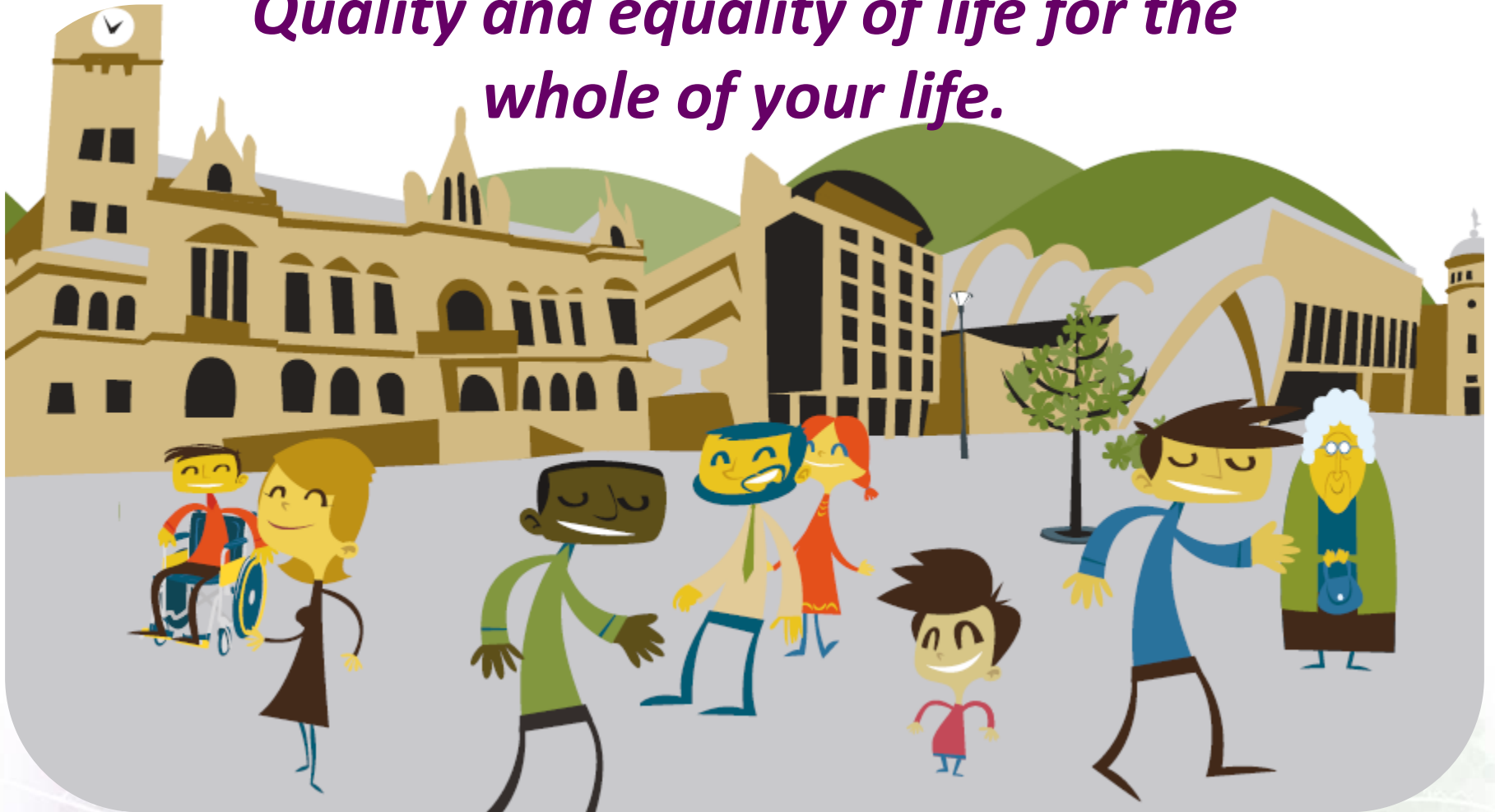
DRAFT

V0.2



People Portfolio Vision - Our Ambition

Quality and equality of life for the whole of your life.



Sheffield City Council

People Portfolio Mission – our Purpose

The People Portfolio mission is to break down barriers to help people realise their full potential.

Our mission is rooted in our three obsessions that are the fundamental values that guide the delivery of everything we do:



Question for PLT: If we are living these fundamental values (obsessions) people would see them in our actions. Do they?

- Are we really shifting our focus from crisis? Can we?
- What do we need to do to have more prevention activities in the circumstances we are in?
- Are there professional development opportunities? Do we have enough staff? Is this in our gift?
- Do we think about value for money when commissioning services? Not the cheapest but the best value – can we?

The People Portfolio Strategic Objectives: What we are Aiming to Achieve

The strategic objectives are 'check points' to inform us if we are on course to achieving our vision. Everything we do as a Portfolio should contribute to achieving these objectives:

1. Increase equality, resilience and inclusion
2. Thriving communities where people like to live
3. People are and feel safe
4. People are independent and can achieve their potential
5. People are healthier and happier
6. We work together well as a portfolio and with our partners
7. We provide efficient and consistent services that work for people

How we will Achieve our Objectives – Our Approach

The following is the direction and approach that guide design and delivery of everything we do:

All age life cycle

- Providing seamless services by removing inflexible points of transition. Focusing on delivering support based on strengths and needs, not age, while recognising that support required for people to achieve outcomes important to them will change as people age.

Strengths based

- Maintain a position of enquiry, listening and understanding what really matters to people, their strengths and capabilities recognising that everyone has valuable skills, gifts and talents, treating everyone equally and with fairness. We will maximise those strengths when considering what might assist to achieve outcomes desired.

Towards Independence

- Increasing the emphasis on supporting the growth of resilience, not a culture of dependency, and reducing inequality. Connecting people to information, advice and local resources that help people get on with their chosen life. The support we provide is flexible and wherever possible available within the best setting/location for people, as close to their home as possible.

Partnership

- Collaborate with all organisations who share our vision, including the voluntary, community and faith sectors, to co-produce shared solutions. Integrating services and support, rather than being defined by organisational boundaries, when this is the right direction to delivering outcomes and reducing inequality.

Innovative

- Encourage and provide innovative thinking to inspire new approaches to reduce inequality and increase quality. Being flexible in our approach, utilising strong evidence base and outcome focused.

People at the centre

- Quality support that is differentiated and personalised to meet the person's situation, taking a holistic approach, working in partnership with the person we are supporting and their family ensuring views, wishes and feelings of people are central to all we do and supporting people in their local communities where possible

Question for PLT: is the approach right? If so, is it true - do they guide design and delivery of everything we do?

Does our workforce look at the whole person? Will we let them?

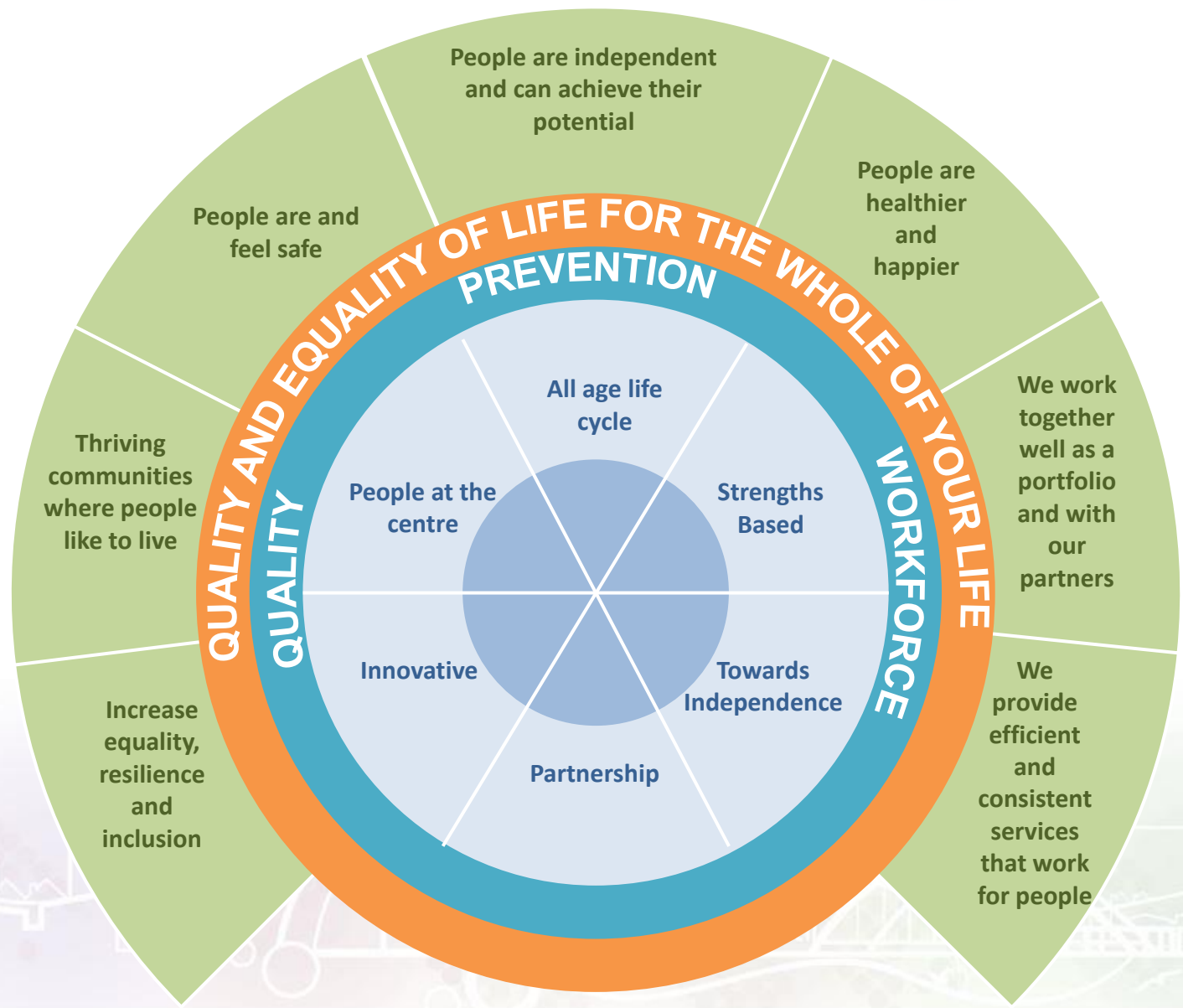
Are we really interested in being all age – do our actions demonstrate it?



Do we inspire new approaches? Will we take risks?

Are we still creating cultures of dependency? Are we ok with people not needing us?

People Portfolio Strategic Strategy



How we will Deliver our Strategy: Plan on a Page

“Vision without action is a daydream. Action without vision is a nightmare”

- No one service has all the tools to achieve our vision on their own. Each service has developed a high level plan on a page that demonstrates what they are going to contribute to achieving the vision and objectives
- Question for PLT - Do our plans contribute to achieving our vision or are they just our own plans?
- Question for PLT – Do we understand each others plans?