

BLEND&D ROLES

DO'S

- 1 Invest time in building relationships with the people who will be involved in making change happen
- 2 Ensure you've got senior level support before you progress
- 3 Secure the right enablers eg. developmental contract & financial investment
- 4 Be clear about what you're aiming to achieve and why. Set clear boundaries and rules that enable innovation.
- 5 Trust people to work together to design an approach that works in the local context
- 6 Recruit a facilitator with the right qualities
- 7 Ensure ongoing support by district nurses to build the confidence of care workers
- 8 Start small and grow your approach by adopting a learning mindset
- 9 Take time to talk, understand concerns and work together to find solutions

DONT'S

- 1 Expect to lift and drop what Tameside have done without adapting to your local context
- 2 Start without the support of leads for district nursing & commissioning
- 3 Start if there are not good relationships between district nurses and care providers
- 4 Overthink it or over-manage it - let it evolve
- 5 Try to progress too quickly. Take time to take people with you.
- 6 Impose it. Work with the willing. Trust that others will come on board when they see the impact.
- 7 Train care workers using e-learning. Face to face training plays a big part in securing buy-in and building confidence.
- 8 Worry if things go wrong. Focus on why they went wrong and what needs to change.
- 9 Start with process but do evolve tight supporting organisational arrangements