

The KPMG-led consortium

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By engaging the KPMG-led consortium, PCTs will gain access to a unique blend of insight, skill and experience

Consortium member	Brief description	Role/offering
 KPMG	<p>Global network of professional services firms who provide audit, tax and advisory services</p> <p>One of the leading firms of advisers to the Department of Health and the NHS – clients include PCTs, SHAs, Acute and Mental Health Trusts</p>	<p>Leads and co-ordinates the consortium's work with PCT Boards</p> <p>Brings in-depth understanding of the World Class Commissioning agenda, with a particular focus on PCT strategy and on financial and commercial performance</p>
 Dr Foster Intelligence	<p>The leading UK health informatics firm providing innovative products and services used widely across the NHS to improve the use of information</p> <p>DFI have also developed the <i>Intelligent Board</i> series which helps NHS Boards to use information effectively</p>	<p>DFI will work with PCT Boards to review the information they currently receive and how they use it</p> <p>They will then provide best practice guidance using the <i>Intelligent Board</i> principles. DFI will also provide real PCT data to provide context and discussion material for the Board Experience</p>
 Manchester Business School	<p>Global business school with expertise in health policy and management which goes back more than 50 years</p> <p>University with reputation for excellence in teaching and research applied to the real-world problems of business and social welfare</p>	<p>Brings academic rigour and experience of developing successful and personalised executive development programmes</p> <p>Provides particular expertise on the dynamics of Board working</p> <p>Connects Boards with the latest thinking from high performing European health organisations</p>
 Morgan Cole	<p>Leading UK law firm with an acclaimed healthcare practice</p> <p>A leading adviser to the Department of Health – other clients include PCTs, SHAs, Acute Trusts and healthcare regulators</p>	<p>Brings clarity and focus on crucial legal and governance issues</p> <p>Based on in-depth knowledge of national developments in policy and guidance on key areas of system management including the National Standard Contracts and the principles of Rules of Cooperation and Competition, supplemented by practical experience of the challenges of implementation at the local level, especially through working on the FESC programme</p>
 Role Plays for Training	<p>Specialists in experiential learning</p> <p>Since 1988 RPFT has been one of the leading companies using role play and other Business Theatre techniques across diverse industry sectors</p>	<p>Brings an innovative and participative approach to training</p> <p>RPFT uses role play, interactive forum theatre, role reversal and video to enable delegates to develop and challenge themselves with these effective, high impact, participative techniques</p>



Creating World Class PCT Boards

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AUDIT ■ TAX ■ ADVISORY

Introduction

The Department of Health (DH) has identified that developing the Boards of Primary Care Trusts (PCTs) is a key step towards the development of World Class Commissioning organisations. PCTs will need to demonstrate strong local leadership in order to deliver improved health outcomes and a reduction in health inequalities. To help PCTs develop their skills, build their knowledge and demonstrate the right behaviours, the DH has established a framework contract to give PCT Boards swift access to developmental support. KPMG has brought together a truly innovative offering through a consortium with Morgan Cole, Dr Foster Intelligence, Manchester Business School and Role Plays for Training. No other consortium on the DH framework can match the richness and diversity of our offering.

How we work with PCT Boards

Our approach to working with a PCT Board is exciting and innovative – it involves three key phases, tailored to the needs and circumstances of each Board

Phase 1: Vision and Ambition

We work with the Board to produce a two-year vision of where the Board needs to be, in terms of knowledge, skills and behaviours; and we secure a shared understanding of, confidence in and commitment to, the development programme.

Phase 2: Awareness and Challenge

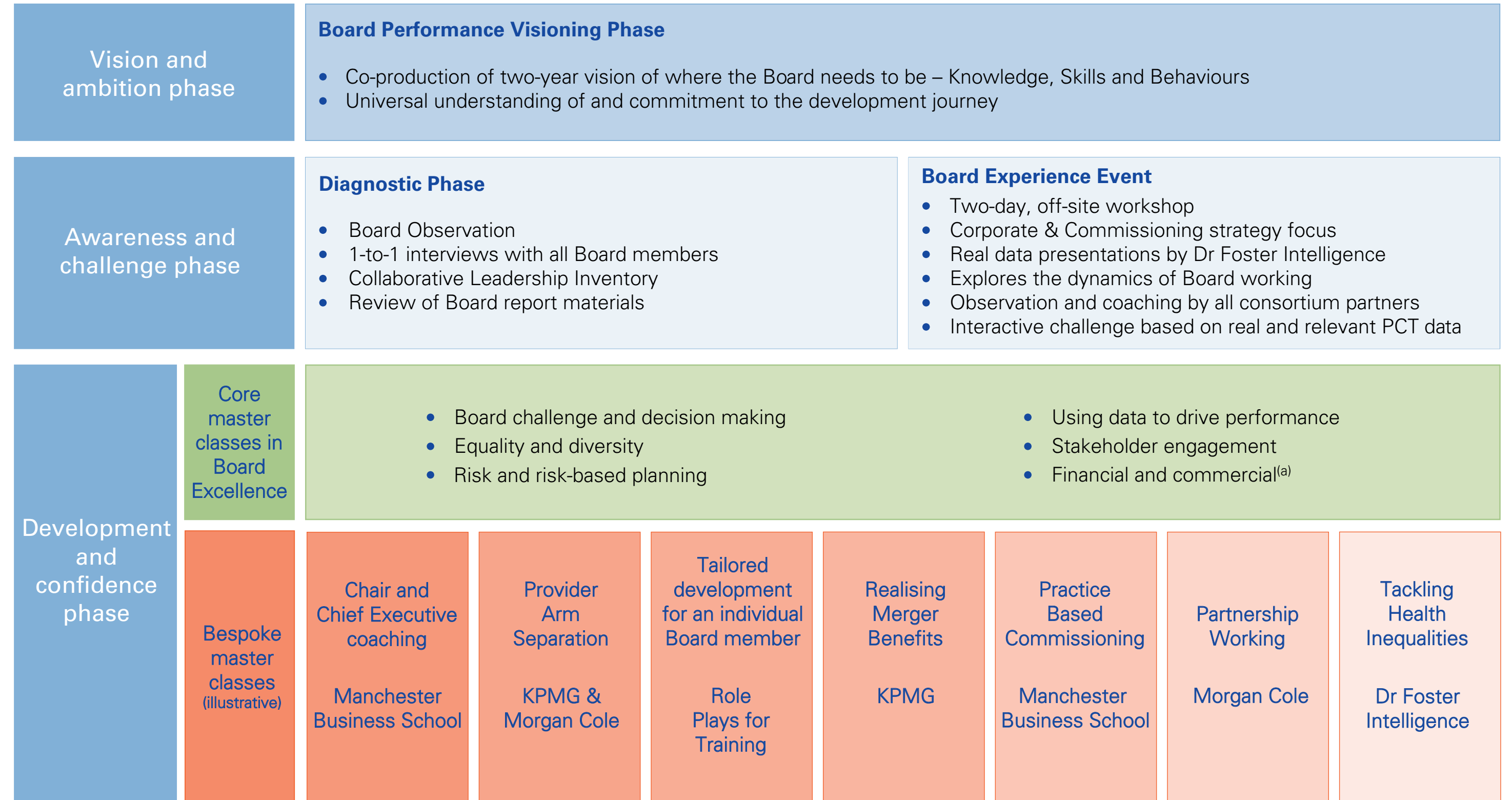
We capture a detailed picture of current Board performance through Board observation, one-to-one interviews, a review of Board reports and the use of a diagnostic tool known as the Collaborative Leadership Inventory. We then run a bespoke Board Experience Event – a two-day, off-site workshop which is both intensive and stimulating and to which each member of the consortium contributes, enabling Board members to explore and develop all aspects of performance, from key corporate issues (such as commissioning strategy and the effective use of data), to roles and relationships and specific personal development issues. This will be far removed from a conventional ‘chalk and talk’ training session: it will be tailored to the specific issues facing each PCT Board and will mine and surface the experience, wisdom, humour and comradeship on the

Board. It will be an integrated, two-day event involving a range of dynamic and innovative approaches to learning, including disrupted simulation, role plays, structured reflection, coaching and experiential learning.

Phase 3: Development and Confidence

We then work with the Board to address the issues identified during the first two phases and to equip Board members with the skills and competencies they need, both individually and collectively, to fulfil their role as leaders of a World Class Commissioning organisation. This will involve a mix of core master classes in Board Excellence and bespoke master classes to address the specific requirements of each PCT. The core components will focus on issues such as Board dynamics, challenge and decision making; using data to drive performance; and stakeholder and clinical engagement. The bespoke master classes may include coaching for the Chair, Chief Executive and other Board members as well as sessions with a focus on, for example, provider arm separation and realising the benefits of a merger. The form as well as the content will be tailored to the preferred learning styles of individual Board members.

Our Programme and approach



Note: (a) with additional in-depth modules for selected Board members