

## Join our Culture Change Team and help create a Great Place to Work

Let's create a great place for everyone to work. Your feedback through our 'Moving Forward' online conversation, as well as CQC reviews, staff surveys and other routes, shows we are not getting it right for everyone every day. You have identified a number of areas for us to prioritise working on with themes of:

- Our leadership and management
- Our culture and wellbeing
- Our workplace
- Our services

Help us celebrate and share the good, and work together to learn and improve what is not working – creating a culture we can all be proud of!

We are creating a multi-disciplinary team of Culture Change Champions to inform, design, influence, communicate and help enact our Moving Forward transformation programme.

We are looking for colleagues who are:

- Representative of a cross section of job roles, bands, progressions and backgrounds
- Excited by culture change and want to make a positive difference
- Motivated to work beyond your current role
- Embraces the Trust's Behavioural Standards with passion to enable UHMBT to be a Great Place to be Cared For; and a Great Place to Work
- Keen to learn and develop yourself and others
- Demonstrates an inclusive style
- Curious and have an open mind
- Can be a voice for others

As part of the Culture Change Team, you will:

- Connect with likeminded people committed to positive change; be part of a Trust wide team and be able to influence change and transformation.
- Support the delivery of the Moving Forward Action Plan, including the design and focus of priorities identified following our big conversations
- Be an advocate and ambassador for improving culture within your own teams and the wider Trust



- Encourage colleagues to engage with developments (for example, leadership development programmes, new tools and resources), and signposting to support and available resources
- Working with workstream leads to develop and implement culture change work programmes, providing feedback and helping adapt and improve the roll out of culture-related priorities.

Your commitment will need to include (for the next 10 months initially, potentially ongoing):

- Initial full day workshop (Thursday 14 July 2022)
- Two-hour workshops every four weeks
- Working in smaller teams between workshops connected to specific workstreams
- Line manager support for you to be released from your contracted role

To support you, we will offer development support as part of the workshop process (for example, co-consulting skills, coaching, leadership and developing a just and learning ethos).

Nominations should be submitted to Karmini McCann ([Karmini.McCann@mbht.nhs.uk](mailto:Karmini.McCann@mbht.nhs.uk) / 07760426250) by Sunday 10 June. Please share in writing, voice recording or self-video:

- who you are
- your role and where you work
- why you would like to join the culture change team

Please seek support from your line manager to be involved, and confirm this support when you submit your nomination.

A diverse panel will then review the nominations to ensure we have a good mix of skills, experience and backgrounds.

Informal information sessions (via teams) have been arranged for you to find out more about the role – just click on the link below to join:

- [Thursday 26 May 4 - 4.30pm](#)
- [Friday 27 May 9 - 9.30am](#)
- [Monday 6 June 1 – 1.30pm](#)

For more information or support with your nomination please contact Karmini McCann, Head of Culture Transformation on 07760 426 250 or [Karmini.McCann@mbht.nhs.uk](mailto:Karmini.McCann@mbht.nhs.uk).

