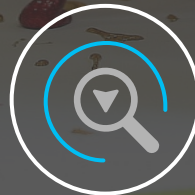


new children's hospital

How the new children's hospital will attract, develop, motivate and retain productive, engaged employees

Phil Welsh

Director of Strategic HR, Organisational Development and Change
Management, Children's Hospital Group



Agenda



Introducing the new children's hospital



The Transformation Challenge



How the new children's hospital will attract, develop, motivate and retain productive, engaged employees



The Journey Ahead

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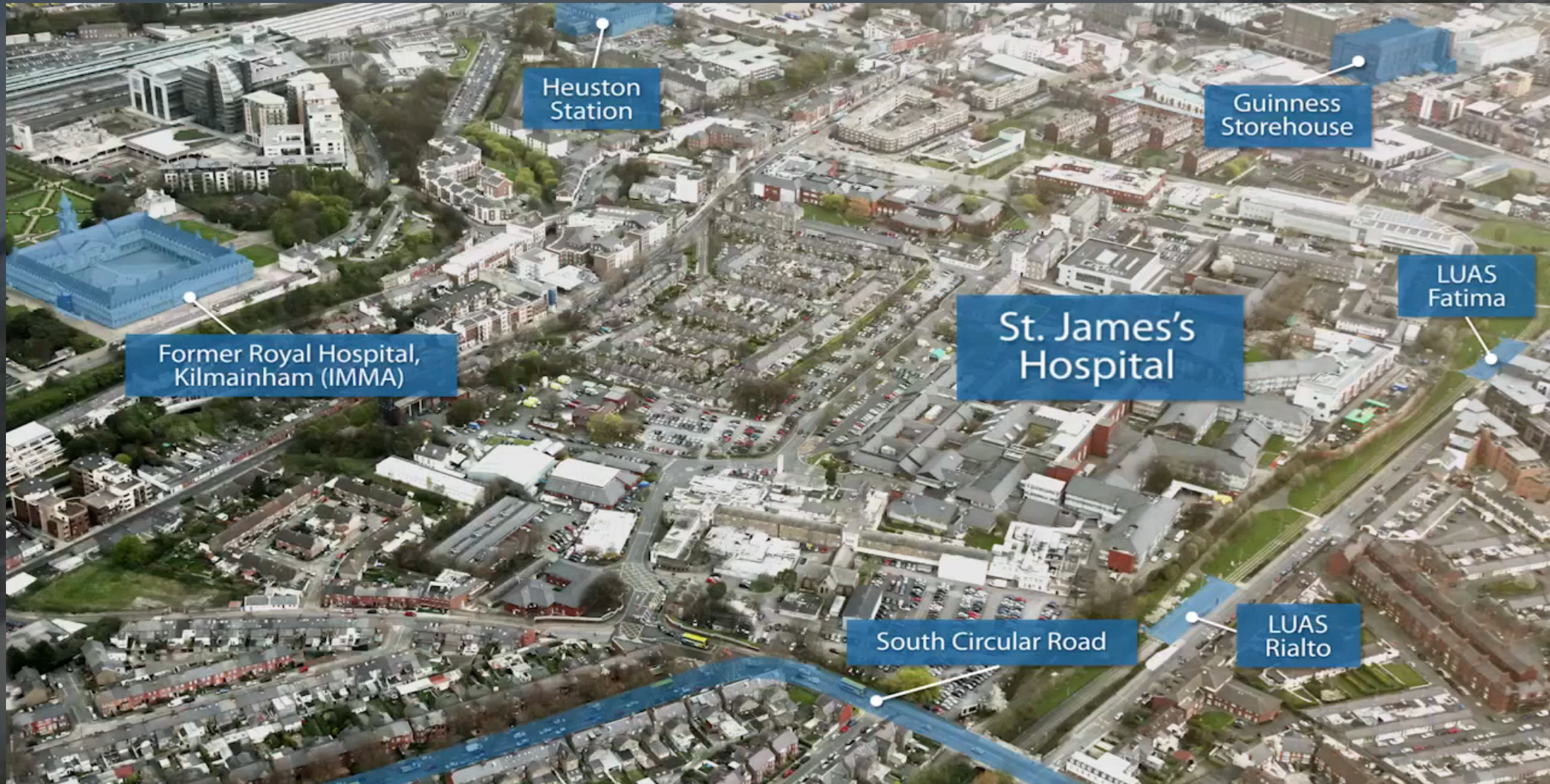
A case for change...





The new children's hospital

The physical space...



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The Journey Ahead

Transformation Drivers



Model of Care for Paediatric Services



Clinical Integration



Digital Hospital



Education, Research & Innovation

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The Journey Ahead

How the new children's hospital will.....



Attract



Develop



Motivate



Retain

productive, engaged employees

What do staff care about ?

**The Gallup
12 Employee
Engagement
Framework**

Opportunity
*Involvement in the
transformation,
long term career
development and
opportunity to
make a difference*

**NHS
Engagement
Study (West
et al 2012)**

Recognition
*Organisation that
values staff and
recognises
individual and
team success*

The Work
*Meaningful work
that inspires and
motivates in a
world class digital
environment*

**Our
Employee
Commitment**

**The
Organisation**
*Centre of
Excellence focused
on employee
engagement and a
collaborative
culture*

The People
*Inspiring leaders
committed to sharing
knowledge,
supportive
colleagues with
shared vision for
excellent patient
care*



Staff will have the opportunity to be part of the transformation and deliver the best paediatric healthcare in Ireland




Continuous Learning and Improvement



Opportunity to make a difference



Education, Research and Innovation



The Work

Staff in the new children's hospital will support the delivery of the highest quality of care to the children of Ireland



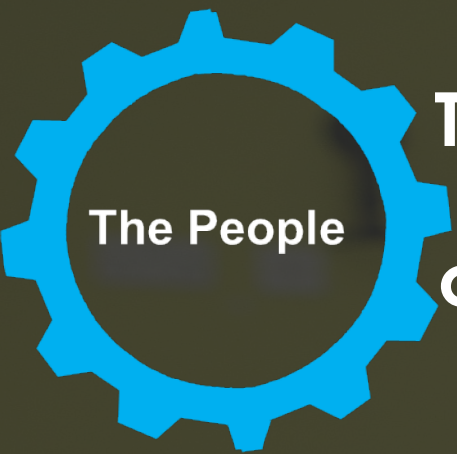
Purpose & Meaning



Cool work space



The right kit



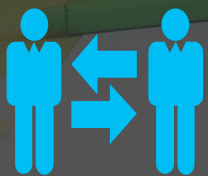
The new children's hospital will bring together the best talent across all disciplines and services to work in collaboration as one organisation and one paediatric network




Inspiring Leaders



Camaraderie



Engagement



The
Organisation

Staff will take pride in their workplace – a digital hospital that is recognised globally as a centre of excellence with a focus on a collaborative culture



Digital Design



Service Quality



Community Culture



Staff at the new children's hospital will feel valued and supported and will be recognised for individual and team success



Recognition



Valued Employees



Wellbeing

Agenda



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The Transformation Challenge



How the new children's hospital will attract, develop, motivate and retain productive, engaged employees



The Journey Ahead

The Transformation Framework – how will we get there?



Leadership Development



Ongoing Communication and engagement



Transitioning and ongoing support

Culture Alignment



How you will be involved

Key Activities

Organisation Design

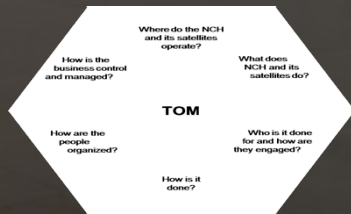


Workforce Planning



New ways of working

Target Operating Model



Principles

- 1 Inclusion, Involvement & Information
- 2 Future Focus mindset
- 3 Co – creation of solutions



Thank you