Virtual Commissioning Academy

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THE PROGRAMME AND HOW TO ENGAGE

Requirements and links

Our principles

- Adult learning

- Peer learning

- *Action learning*

What we need from you:

- Block and protect your diary

- Attend (substitutes
only by arrangement)

- Select, consider, challenge

- Apply the learning

- Reflect

- Speak up!

The more you engage early on, the easier everything will be ☺

The programme and engagement

Programme cycles:

- Days
- Virtual Learning Environment – essential self-study and list
- Online webinars
- Participatory action learning sets
- Action inquiries

And:

- Hundred day plans
- Codesign

Engagement:

- Action learning sets
- Buddy groups
- WhatsApp group
- Learning material on Teachable
- Discussion forum on Teachable

And

- Anchor days
- Online sessions on Zoom if at all possible!

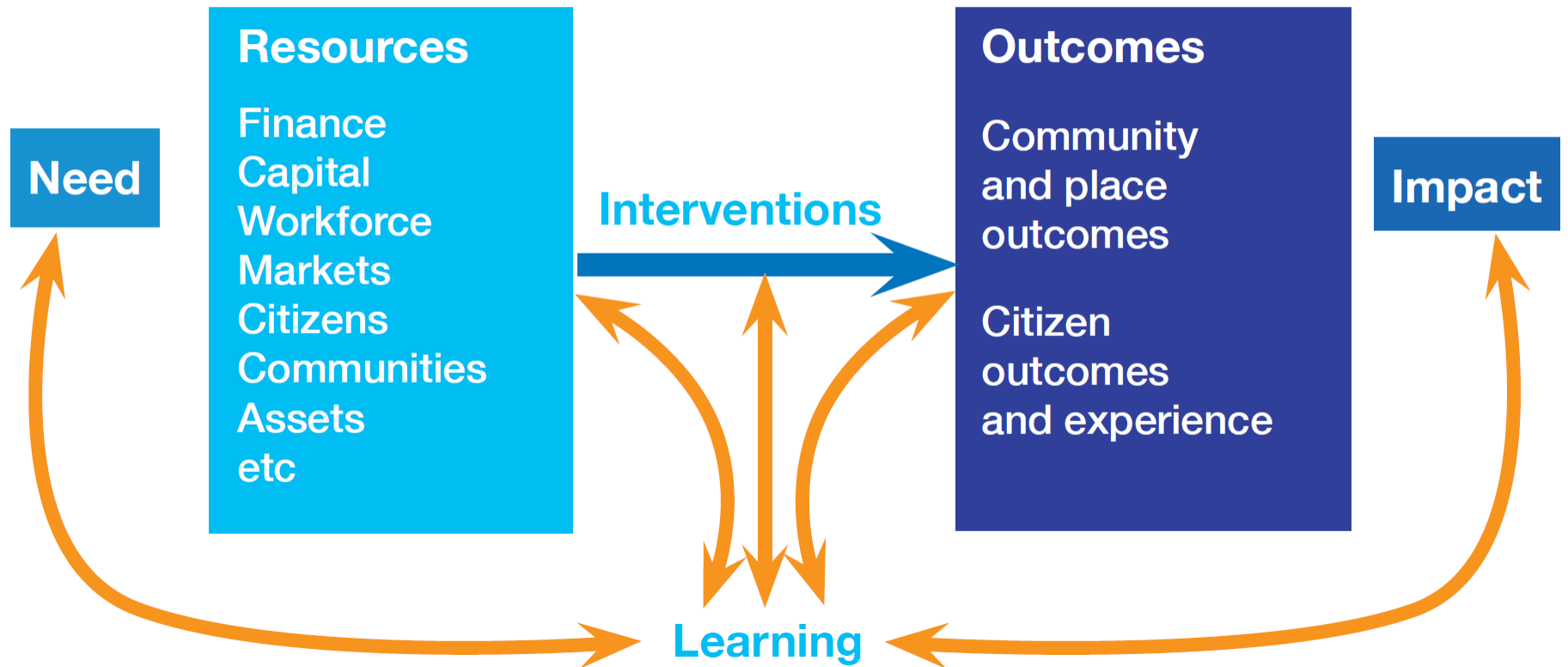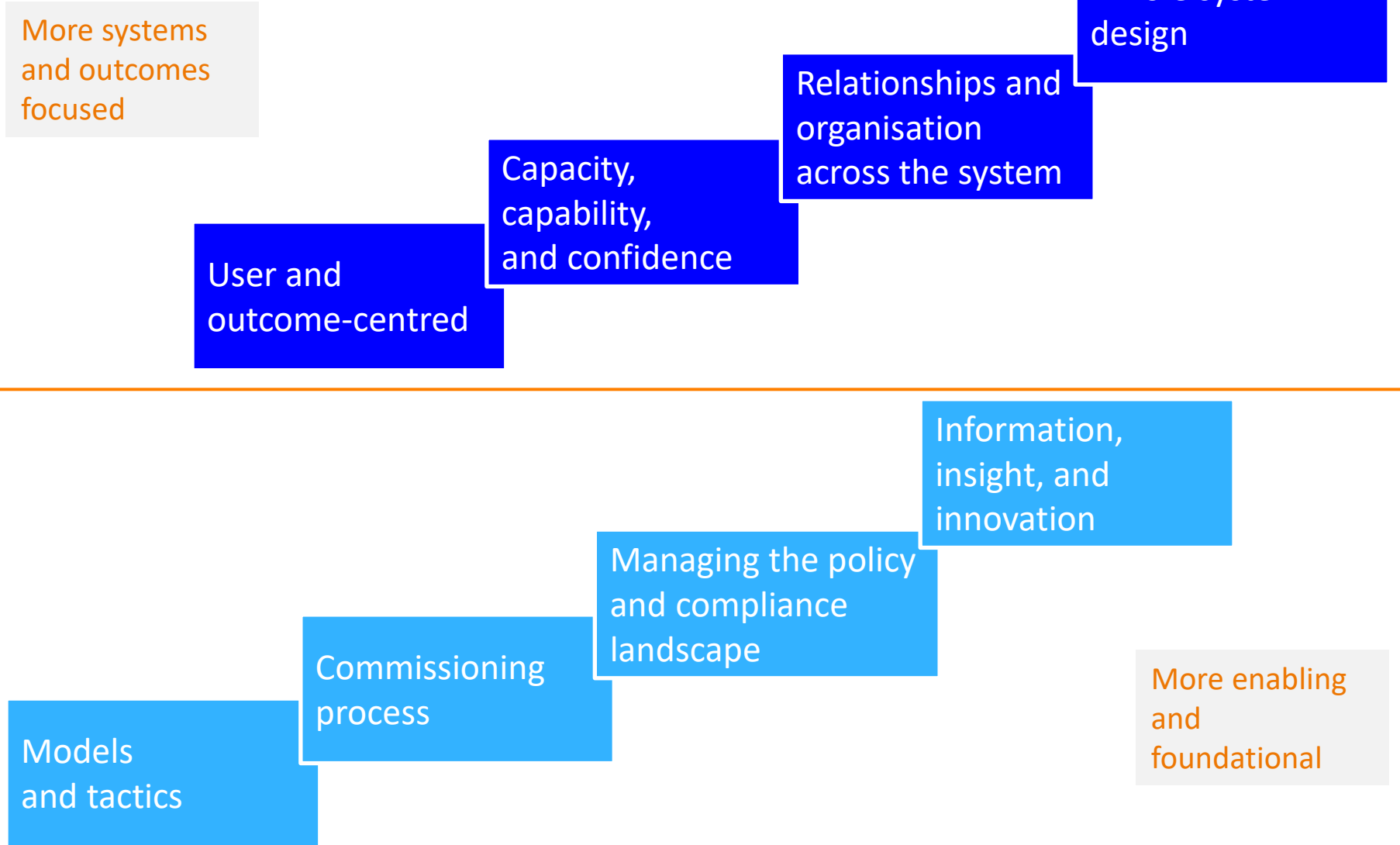This is all about helping you to be more effective in your day job!

CORE TO COMMISSIONING

'deciding how to use the total resource available in order to achieve desired outcomes in the most efficient, effective, and sustainable way'

Adapted from Outcomes and Efficiency Leadership Handbook by R. Selwyn

Eight aspects of commissioning

More systems and outcomes focused

Whole system design

Relationships and organisation across the system

Capacity, capability, and confidence

User and outcome-centred

Information, insight, and innovation

Managing the policy and compliance landscape

Commissioning process

More enabling and foundational

Models and tactics

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Commissioning aspects and approaches

Aspects of commissioning

Whole system design - Work as one place to support wellbeing, mutual support, and care

Relationships and organisation across the system - Everyone focussed on achieving shared goals with aligned incentives and funding

Capacity, capability, and confidence - Shape 'provision' (VCSE, paid workforce, family and friends, community etc) so people can access support to live their lives well

User and outcome centred - Citizens in charge of their own care, with success measured by people's view on if they live their lives well

Information, insight, and innovation - Commissioning approach that focusses on innovation and creativity and based on robust information / insight

Managing the policy and compliance landscape - Meeting, interpreting, and actively shaping the policy and legal requirements that we have to work within

Commissioning process - Technically excellent, clear and robust arrangements

Models and tactics - Design of delivery models that are fit for purpose, effective, and innovative, based on real attention to how services are structured and delivered

Approaches to commissioning

Place-based wellbeing - Create place-based wellbeing system to support people stay out of care & maximise independence

Leadership of place for whole system change - Acting as convenors to shape the whole system of health, care, wellbeing, and need in place

Unlocking potential - Spend and provision targeted on enhancing capacity, capability, confidence and with focus on pushing demand upstream and prevention and wellbeing

Citizen-centred commissioning - Put people in charge of their care, creating conditions for individuals to manage, select, fund, and direct their care needs

Values-based/disruptive commissioning - Challenging the status quo, based on citizen perspectives. May focus on equity / innovation / creativity / technology

Strategic procurement of services against needs - Focus on good service provision and management, well-matched to demand

Contestability and market management - Create conditions for best value, sustainability and outcomes

Delivery model design - Effective delivery models enabling effective practice

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Outline overview

	Contact day
1) Whole systems and relationships	• Before Anchor day: fill in the Baseline survey • Forming as a team, introductions, community, and the learning journey • Setting up participatory action learning sets and ways of working • Definitions, purpose, your systems and your challenges • Whole system design, place-based wellbeing, relationships, organisation, and leadership
2) Outcomes, capability, and confidence	• By anchor day 2: send us your title for your 100 day plan • Unlocking potential – capacity, capability, and confidence • Citizen-centred commissioning • Outcomes focus • Defining your challenges and developing hundred-day plans
3) Process, delivery models, and tactics	• By Anchor day 3: send us your written-up 100 day plan • Commissioning process, contestability, and market management • Trauma-informed practice, equity, justice, and prevention and early intervention • Delivery model design and delivery tactics • Getting going on hundred-day plans
4) Insight and elbow-room	• Information, insight, and innovation – value-based / disruptive commissioning • Making space to be a commissioner – influencing up and out • Managing the policy and compliance landscape, strategic procurement against needs
5) Convening change	• Your role as a systems leader, collaborative and cross-boundary working • Systems convening, systems change • Continuing a community of practice • Report and refresh hundred day plans
100 days later	• Reunion and review • Certificates!

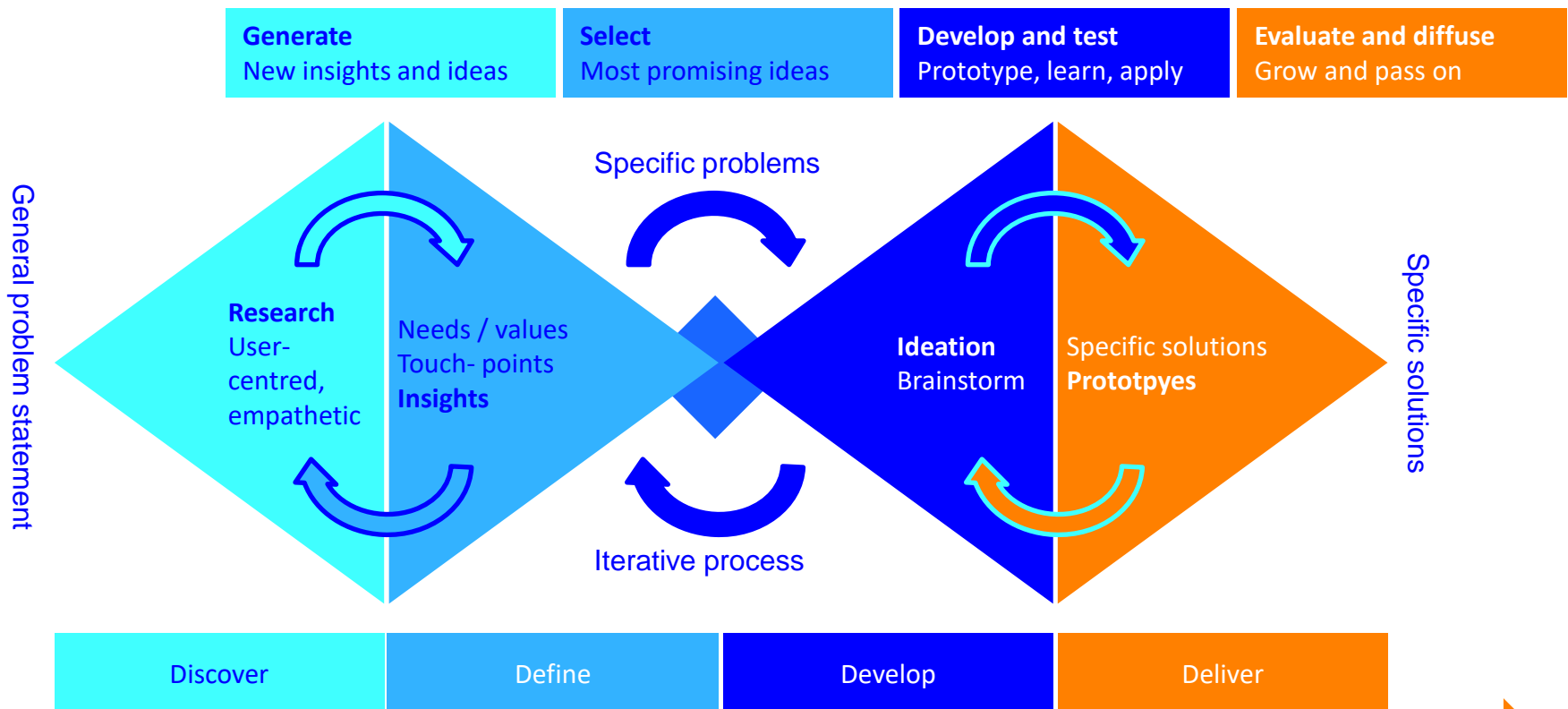| Virtual learning environment videos	Online sessions		Participatory action learning set
Commissioning developments, systems resources	Speaker on strength-based focus	Speaker on complexity, work on challenges	Setup, buddies, and group planning
Asset-based working Hundred day plans	Speaker on enabling approaches, challenges	Speakers on outcomes, community and vol sector	Final facilitated session: challenges
Contestability and markets Alliancing	Speakers on enabling help and coproduction	Speaker on equity	Self-organised session: hundred day plans
Procurement as enabler Logic models	Virtual organisational raid	Speaker on policy entrepreneur-ship	Self-organised session: issues arising
Systems convening, systems change	Speaker on changing a complex world	What, so what, and now what?	Self-organised session: how if at all to continue?

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HUNDRED DAY PLANS

Double Diamond design process

Learning Honesty and reflection. Being open to failure. Sharing. Applying what we learn.

Generate	Select	Develop and test	Evaluate and diffuse
New insights and ideas	Most promising ideas	Prototype, learn, apply	Grow and pass on

General problem statement

Specific problems

Research
User-centred, empathetic

Needs / values
Touch- points
Insights

Ideation
Brainstorm

Specific solutions
Prototpyes

Specific solutions

Iterative process

Discover	Define	Develop	Deliver

Capacity building Building our capacity to think, learn, lead, and do differently.

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Hundred-day plans

	What is your intended outcome?	What action will you take?	Who will be involved (I), Lead (L), & Sponsor (S)?	What resources will be required?	What are the barriers?	How will you know you have succeeded?
OUTCOME NEEDED:						
INTENDED OUTCOME – first 100 days:						
Days 0-25						
Days 25-50						
Days 50-75						
Days 75-100						

MAIN SESSIONS AND LOGISTICS

Provisional schedule (subject to change)

Cycle one: whole system and relationships

- Anchor day 28 November
- Webinar 1 December 09:45 - 11:45
- Webinar 4 December 09:45 - 11:45

Cycle two:
outcomes, capability, and confidence

- Anchor day 9 January
- Webinar 22 January 14:45 - 16:45
- Webinar 25 January 10:45 - 12:45

Cycle three:
process, delivery models, and tactics

- Anchor day 20 February
- Webinar 4 March 09:45 - 11:45
- Webinar 7 March 10:45 - 12:4

Cycle four: insight and elbow room

- Webinar 11 March 09:45 - 11:45
- Anchor day 19 March
- Webinar 20 March 09:45 - 11:45

Cycle five: convening change

- Webinar 11 April 14:15 - 16:45
- Anchor day 17 April
- Webinar 18 April 10:45 - 12:45

100 days later celebration event

- 29 July 09:45 - 11:45

And action learning sets in each cycle!

Anchor days are most critical for you to attend.

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We welcome follow-up and conversation!

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