



# Creating Better Teams Within Our NHS

Case Study | High Performing Teams



The NHS believes that there is a vital role that leaders play in supporting good working cultures and environments, starting with them being their best selves at work. They understood that by understanding themselves and each other as real people, they can break those organisational barriers and be their collective best.

Here we share the context, innovative methodology and feedback from their iAM pilot scheme.



## Challenge

LPFT (Lincolnshire Partnership Foundation Trust) chose to pilot iAM and the High Performing Team approach with the Specialist Services Team. This unique group had very little day to day contact or limited crossover with other areas.

LPFT were interested to see the impact of being authentic and their best selves, but also your team as real people. They wanted to see if there was new way of thinking, not using the tools that they have been used in the past to profile them, such as Strength Deployment Inventory (SDI).

They wanted to be their unique selves, their self-concept, using iAM.



## The Solution

Each member of the team was invited to complete the iAM questionnaire, attend a call with an iAM developer to build their unique profile and for some, a 30-minute debrief ahead of a team session to support each leader with their unique wellbeing needs, providing them with a clear understanding of their triggers, their natural styles of belonging and ways of inclusion for themselves and each other.

The Specialist Services Team had a half-day facilitated session with #BeYourselfAtWork to explore iAM as individuals and as a team, reviewing their team iAM and creating an action plan as individuals and as a group to amplify their relationships and team performance.



## Results

- ✓ Specialist Services reported that after integrating the iAM and the High Performing session they agreed that there was a collective success at breaking organisational barriers and that the team sessions have been very good.
- ✓ As a result, the trust are now using iAM and the same approach with the Exec Team.



iAM has been **more thought provoking, individualised and personal** than other self/team analysis tools I've used in the past. This in turn, lends itself to **better practical application** in the real world



Director of Operations

# 85%

Improvement in performance can be seen when people can be themselves at work.

# 84%

The impact on improving their motivation & engagement at work through applying their #BY@W learnings is 84%

