

### Transformational Themes

1. Achieving an organisation in which the component parts work together to shared aspirations and objectives, not competing ones, and managers and clinical leaders work in teams with shared values and priorities.
2. The senior team and organisation contribute to leadership on health improvement and tackling inequalities.
3. Focussing on service improvement and equipping and supporting frontline staff and first line managers to help us deliver it.
4. Moving away from functional systems of management to general management with managers at all levels responsible for the quality of service delivered to patients and professional staff developed into management and leadership roles.
5. An organisation where people take responsibility for their area of work and for the wider performance of the organisation.
6. An organisation focused on learning and development, as individuals and collectively, to improve our performance.
7. A culture of clear objectives, accountability and performance management at all levels.
8. Driving integration of acute and community and health and social care services to improve the experience of patients.
9. Leaders and managers who have a value base of public services, acting in the interests of patients and the communities we service and behave in a collaborative not competitive way but constructively challenging each other.

### Corporate Objectives

1. Improve Resource Utilisation: making better use of our financial, staff and other resources.
2. Shift the Balance of Care: delivering more care in and close to people's homes
3. Focus Resources on Greatest Need: ensure that the more vulnerable sectors of our population have the greatest access to services and resources that meet their needs.
4. Improve Access: ensure service organisation, delivery and location enable easy access.
5. Modernise Services: provide our services in ways and in facilities which are as up to date as possible.
6. Improve Individual Health Status: change key factors and behaviours which impact on health.
7. Effective Organisation: be credible, well led and organised and meet our statutory duties.
8. Transformational Themes: ensure the 9 transformational themes are embedded and practised within our ways of working.
9. Inequalities Sensitive NHS: ensure we operate with clear arrangements for being inequalities sensitive in all that we do.