

# Defining Your Strategic Roadmap for the KSF and the e-KSF

## FREE WORKSHOP

18th March 2011 (09:30 - 13:00)

South West Yorkshire Partnership NHS Foundation Trust

Large Conference Room, Fieldhead Hospital, Ouchthorpe Lane, Wakefield, West Yorkshire, WF1 3SP

*"We are about to move into a world where appraisal, based on a clearly defined job role, is going to be something that delivers high quality care."* Clare Chapman, Director General of Workforce, Department of Health

*"Assessing the training needs of your organisation is a core part of how employers should manage training and development."* Geoff Winnard, Head of Agenda for Change and Non-Medical Pay, NHS Employers

### Workshop overview

We've used our understanding of performance management, appraisal and training and development in the NHS to design a half-day workshop to help you to define a strategic roadmap for your organisation, that will help to meet many of your current and future workforce challenges.

### Outline programme

Time	Discussion Area
09:30	Welcome and registration
10:00	The e-KSF beyond March 2012 - your options for the future
10:15	The new guidance from the NHS Staff Council on the implementation of the KSF
10:45	The benefits of online appraisal and development
11:00	Taking a fresh look at the e-KSF Version 6.3 of the e-KSF
11:30	e-KSF case studies
12:00	Defining your strategic roadmap - benefits cases, questions and answers
12:30	Lunch and networking
13:00	HR and L&D systems demonstrations

The core workshop programme will finish with lunch and an opportunity to network with colleagues at 12:30, however we will be available to demonstrate some of the other HR and learning systems that we are currently supporting NHS organisations to implement in the afternoon.

### Audience

The workshop programme is primarily aimed at people with responsibility for Appraisal, Professional Development and wider workforce strategy within NHS organisations.

### How to book a place?

Places on this workshop will be limited, so will be reserved on a first come, first served basis. To book a place, please register your details at [www.think-workshops.co.uk](http://www.think-workshops.co.uk) or email [richard@think-associates.co.uk](mailto:richard@think-associates.co.uk)

### Further information

If you would like more information on this workshop or any of the information on this programme, then please contact Richard Bradbury directly by email using [richard@think-associates.co.uk](mailto:richard@think-associates.co.uk) or by telephone on 07803 125 075.

## Detailed workshop programme

The workshop will cover the following topics:

### 09:30 - Welcome and registration (Christine Scaife)

### 10:00 - The e-KSF beyond March 2012 - your options for the future (Richard Bradbury)

The Department of Health has taken the decision to cease central funding for the e-KSF system, when the current contract comes to an end on 31<sup>st</sup> March 2012.

Think Associates are committed to continuing to provide the e-KSF UK-wide, so don't worry, **the e-KSF is not going to disappear!** Although naturally the funding source for English organisations will have to change.

We're still convinced that the e-KSF is the best solution for organisations to manage their performance appraisal and development processes, whether you use the full KSF, or a simplified version.

We will discuss the options that organisations in England will have after March 2012.

### 10:15 - The new guidance from the NHS Staff Council on the implementation of the KSF (Christine Scaife)

We believe the NHS Staff Council's guidance on the implementation of the KSF provides a great opportunity for organisations to revisit their approach to managing appraisal and development by using the flexibility inherent in the KSF and the e-KSF to craft a process that works for you locally.

We will discuss how we feel this guidance affects organisations as we believe that time taken now thinking about the opportunities and challenges the guidance raises, will pay dividends in the creation of approaches which are, strategic, flexible, holistic and engage staff in the goals of your organisation.

### 10:45 - The benefits of online appraisal and development (Christine Scaife)

In these times of needing to do more with less, and operate more efficiently, *do you need to make a business case for streamlined Performance Appraisal and Development Review processes, making best use of technology?* We think that the case is a strong one and we will discuss the main drivers for this, including audits by the Care Quality Commission and the NHS Litigation Authority.

### 11:00 - Taking a fresh look at the e-KSF & Version 6.3 of the e-KSF (Richard Bradbury)

Many organisations have made the decision about whether to use the e-KSF or not based on seeing a demonstration of an early version of the tool, however we believe the enhancements to the functionality over the last six years will continue to make it an essential part of an NHS organisations core appraisal processes. We'd like to take this opportunity to discuss your decision on whether to use the e-KSF, and ensure it is based on the most up to date information.

Version 6.3 of the e-KSF, scheduled for release in Spring 2011 (*subject to use acceptance testing*), will include important changes to functionality and feature some enhanced processes which we will be able to demonstrate and explain how they could be utilised to best effect within your organisation.

[Click here](#) to download a list of all the new features to be launched within Version 6.3 of the e-KSF.

### 11:30 - e-KSF case studies

We will look at why we believe implementation of the e-KSF has worked in some organisations and not in others and will be joined by some of our clients from within the region.

### 12:00 - Defining your strategic roadmap – benefits cases, questions and answers (Richard Bradbury)

Even when the e-KSF was free of licence charge, there was an organisational effort required to implement, so organisations had to have a clear view of costs and benefits. We'd like to remind you of the reasons why most organisations implemented the e-KSF in the first place and help you to define your organisations strategic roadmap for use of the KSF and the e-KSF.

### 12:30 - Lunch and networking

### 13:00 - HR and L&D systems demonstrations (Richard Bradbury)

It's OK to talk about how systems can help organisations, however much better to see how they work. In the afternoon we will provide demonstrations as required on any of our core performance appraisal and development review systems - the e-KSF, AT-Performance and AT-Learning.

We can also demonstrate our rapid e-learning authoring tool – Thesis Professional, or for those interested in an online solution to risk management our Team Tool., developed in partnership with NHS Wandsworth.

For further information about the e-KSF and how it can help your organisation, please contact your Regional e-KSF Account Manager or contact [info@think-associates.co.uk](mailto:info@think-associates.co.uk)

  
**Think...what you could do**