



Applying the principles of *How do we want to joust?* To regional SPF meetings

How do we want to joust? are the principles applied by members of the East Midlands SPF to their meetings. The principles were developed in partnership during a series of organisational development meetings, the aim of the meetings being to establish the barriers that exist to effective partnership working and improve the relationships and outputs of the regional SPF. The principles provide three areas of focus for meetings; purpose, involvement and trust.

Purpose

- Collaborative, developmental and solution focussed.
- Supporting employers to support NHS staff, contributing to better care for NHS patients.
- Regionally focussed on issues affecting employers across the East Midlands with links to national policy priorities as appropriate.

Involvement

- Working in partnership use thinking rounds, walk in each other's shoes, paired discussions, workshop structure to tackle issues.
- More quality discussions on fewer topics.
- Using a question structure to focus each agenda item, ie what is the question we're asking on this topic?
- Actively listening to interests, needs and positions from all sides before moving to solutions.
- Using sphere of influence to speak to those who don't attend the SPF.

Trust

- Developing relationships informally over shared lunch and more formally in the meeting through new ways of working with new colleagues.
- Maintaining open communications and a no surprises approach even if there's no progress on topics.
- Think about the people not the organisations within the meeting.
- Confidentiality – agree in advance if some conversations are within these walls.
- Politely challenge behaviours in the meeting if members aren't working in the agreed way.

For more information please read their [Using an OD approach to improve partnership working at East Midlands SPF](#) case study.