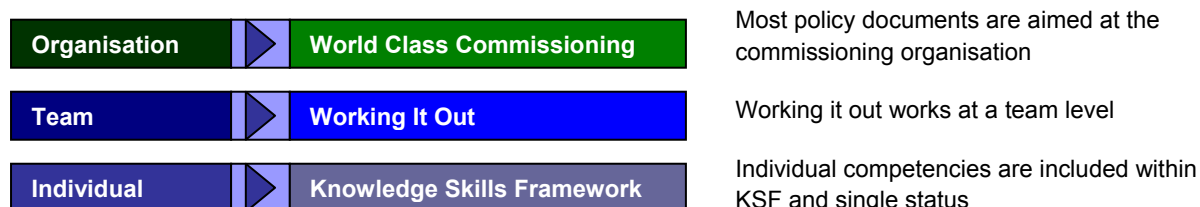


## Working It Out - Developing Commissioning Teams

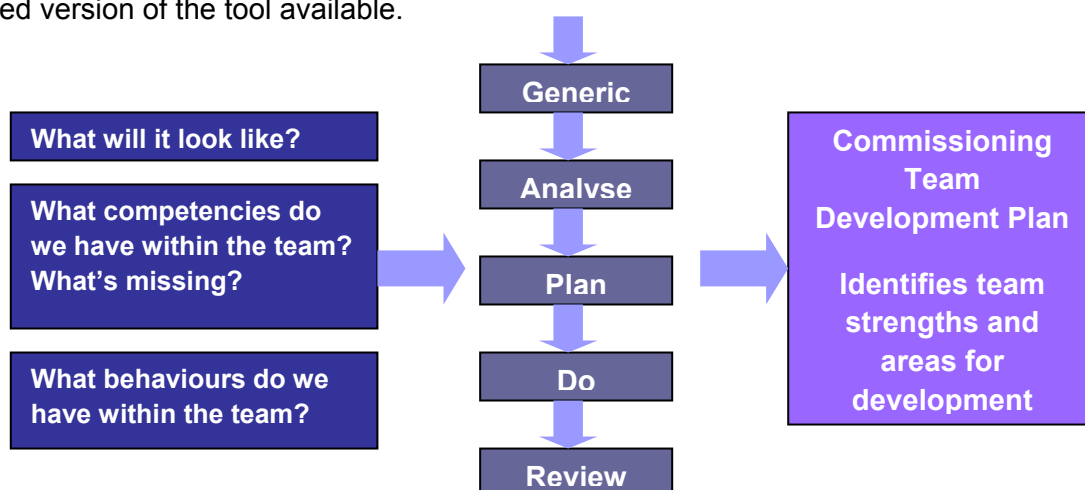
'Working It Out' is a team-based tool designed by Darley Consulting and the Whole Systems Partnership (WSP). It is an interactive tool to help commissioning teams identify their strengths and their areas for development within their commissioning role. As a result of the structured team based discussions, teams will become clearer about their commissioning role and identify their learning and development needs to enable them to become more effective commissioners.

The tool has been based on the key commissioning policy documents for both local government and healthcare and incorporates the World Class Commissioning Competencies and draft Skills for Care commissioning competencies.

As organisations become clearer about their roles and purpose as commissioners, the next level to develop is the various commissioning teams' roles and responsibility. Only once the teams have clarity of their roles, can individual commissioning roles be further clarified.



'Working It Out' is based on the commissioning cycle and covers all aspects of the commissioning process. It is designed to help new teams working together, where teams may overlap in their commissioning functions and for joint commissioning teams. It works for Local Government Social Services teams and Primary Care Trusts. 'Working It Out' takes each stage of the commissioning cycle and breaks it down into manageable sections for each stage, identifying competencies and behaviours the team will be working towards. As it is interactive, it can be adapted to reflect the team's development. There is also a paper-based version of the tool available.



On completion of the workshop, using the tool, the team will have created a plan identifying strengths and areas for development in commissioning to work through to become more effective commissioners.