

Managers Need To Know – Make It Happen

September 2023 brings the launch of the ‘Make It Happen’ campaign and NHS Staff Survey.

The campaign stems from a desire to improve how it feels to work at Dudley and what it’s like to be a part of our Trust. It will become an umbrella for all staff engagement and cultural aspects of work, which focus on Dudley being a brilliant place to work and thrive.

One specific area of focus is embedding our approach to listening to staff, identifying actions, completing, and feeding back on them.

As line managers, here are the key things you need to know regarding Make It Happen and its implementation:

Staff walkarounds:

- Between Monday 4th September to Friday 15th September, the workforce team, accompanied by board executive members, will be dropping into departments to meet and talk to staff about work culture and what it’s like to work in your teams. The drop-ins will give you and your teams the opportunity to share positive actions taking place, as well as any ideas to make it better.
- You can also learn about the various development schemes, training initiatives, courses, and support systems that you can get involved with at the same time.
- This is an opportunity to think about what works well in your area vs what could make it better. It’s a chance to feedback and give suggestions, your voices matter!
- **This will happen quarterly** – we will be visiting departments every quarter with updates and new themes to keep you in the loop with what’s going on. It’s important that positive change is highlighted, and actions are implemented.
- **Do it yourself kits are coming** – if you feel like you want to #makeithappen within your teams, we are developing easy-to-use kits to guide you through the process! Please contact dgft.makeithappen@nhs.net if this is of interest.

Having the support of department leads and managers across the Trust is vital in order for us to deliver our ‘Make It Happen’ initiative. We are committed to continuing to make Dudley a brilliant place to work and thrive, and we welcome any feedback, both during these sessions and outside of them.