

# Development opportunity

## Grow your contacts: Visit other services

Opportunity to widen understanding about how different services operate by visiting them and meeting managers and staff.



### How it develops talent

- Better prepares them to learn about different ways of working, different types of care and different workplace cultures.
- Helps to establish mutually beneficial relationships with other services.

### How to deliver it

- Discuss with your emerging talent who they would like to visit and how this will benefit their learning and your service (this might be to look at delivering specialist types of care, delivering 'outstanding' care or leading on a new way of working).
- Encourage your emerging talent to approach directly and arrange the visit, ideally with the purpose of learning from the other service and sharing information about your own organisation.
- Think about how you can use your own contacts to set up an opportunity for a member of your team. For example, you could help organise this with other managers at a Registered Manager Network.
- For larger organisations offering a range of services - providing opportunities to visit other sites can provide equally useful insights.

NB: Some care providers provide the additional opportunity to work for a period of time at another organisation, helping to extend their areas of expertise and types of care.

We gave the opportunity for a staff member from our supported living part of the organisation to work in the homecare division. This expanded their skills and experience and helped expand their expertise.



**Sophie Chester-Glyn, Managing Director, Manor Community**

Go to [www.skillsforcare.org.uk/developoptalent](http://www.skillsforcare.org.uk/developoptalent) for more on 'Development opportunities'.