

Developing a High Performing Social Enterprise



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Haspion™

Breaking the barriers, transforming outcomes

The Aim of This Workshop

What we mean by high performance:

Understanding the differences between social enterprise apples and public sector pears

Uniting behind better public service outcomes

The essential new leadership capabilities

Our workshop debate “how your potential staff spinoff can be set-up to deliver high performance”

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Health and Social Pioneers



Pathfinding new territory for large scale social enterprise – criminal justice, education, regeneration, employment, integrated public services



Breaking the barriers, transforming outcomes

New achievements for large scale social enterprises in health and social care – breaking the barriers, transforming outcomes

With you for the journey from considering a spin-off to achieving sustainable competitive advantage



Breaking the barriers, transforming outcomes

Apples and Pears Performance



Seen Through Relationships & Culture



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Measuring Success



- High in dietary fibres and vitamin C
- Helps with
 - Diets for allergy sufferers
 - Lowering high blood pressure
 - Treatment of colitis, chronic gall bladder, arthritis, gout

- High in antioxidants
- Helps with
 - Heart disease
 - Weight loss
 - Controlling cholesterol
 - Reducing risk of colon cancer, prostate cancer, lung cancer



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High Performance Organisations Look and Feel Different



A Great Public Sector Provider

- Meets commissioner's priorities through quality services
- Ensures vigorous public accountability & transparency in service delivery
- Balances the books annually
- Manages risks for reliable performance
- Plans resource deployment thoroughly
- Has comprehensive external performance monitoring & evaluation regime
- Values staff loyalty & continuity



A Great Social Business

- Fulfils a social purpose through a range of services & interventions for a range of commissioners
- Ensures dynamic financial & business performance in service delivery
- Increases 'profits' annually
- Innovates for continuous improvement
- Invests resources strategically
- Undertakes targeted business critical assessments
- Values staff initiative & productivity



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To Be a High Performing Staff Mutual Social Enterprise

Be creative

remove boundaries so you can “maximise the benefits” (outcomes)

Be empowering

partner with beneficiaries, create an engaged workforce, grow and disseminate leadership

Be influential

design your organisation, select your business, shape your delivery

Be commercial

operate as a true & astute business, compete on both quality & price

Be entrepreneurial

generate profits, invest, build assets, borrow

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Outcomes Effective



Avoiding Fragmentation Inefficiencies



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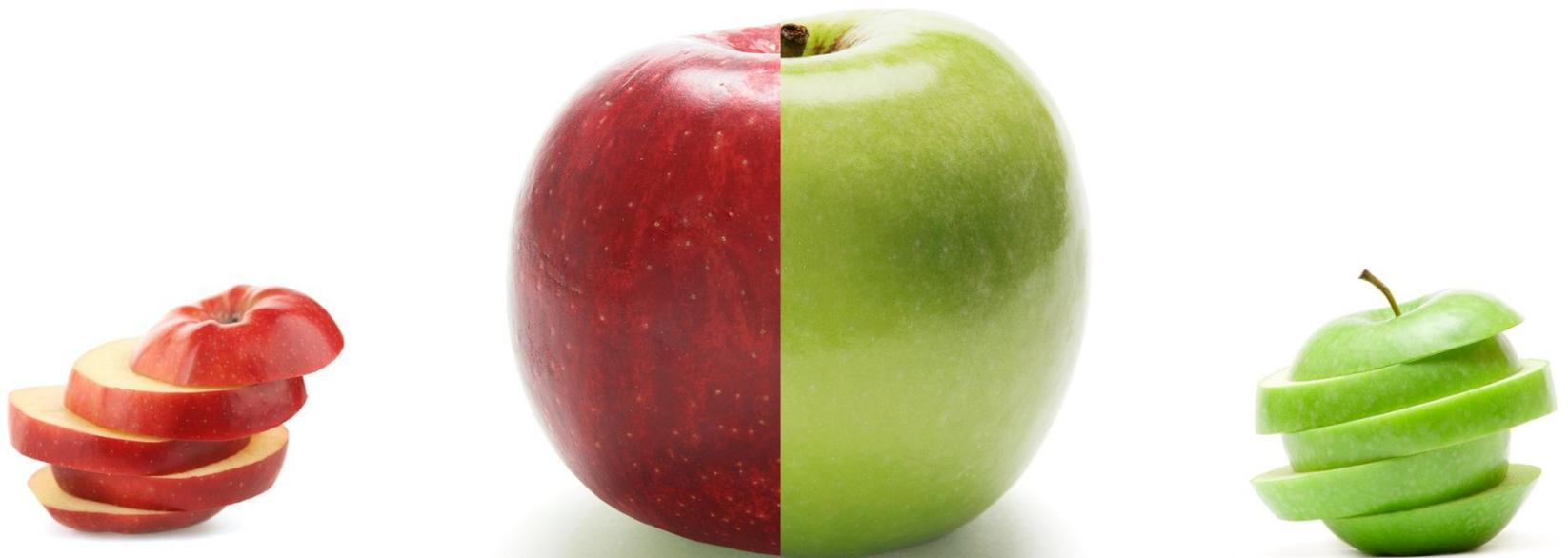
Spin offs fragmenting public services?



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Spin offs joining up public services?



Joining up, gaining synergies, end-to-end care, scaling for efficiencies

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New Leadership Capabilities



For Next Generation Social Enterprises

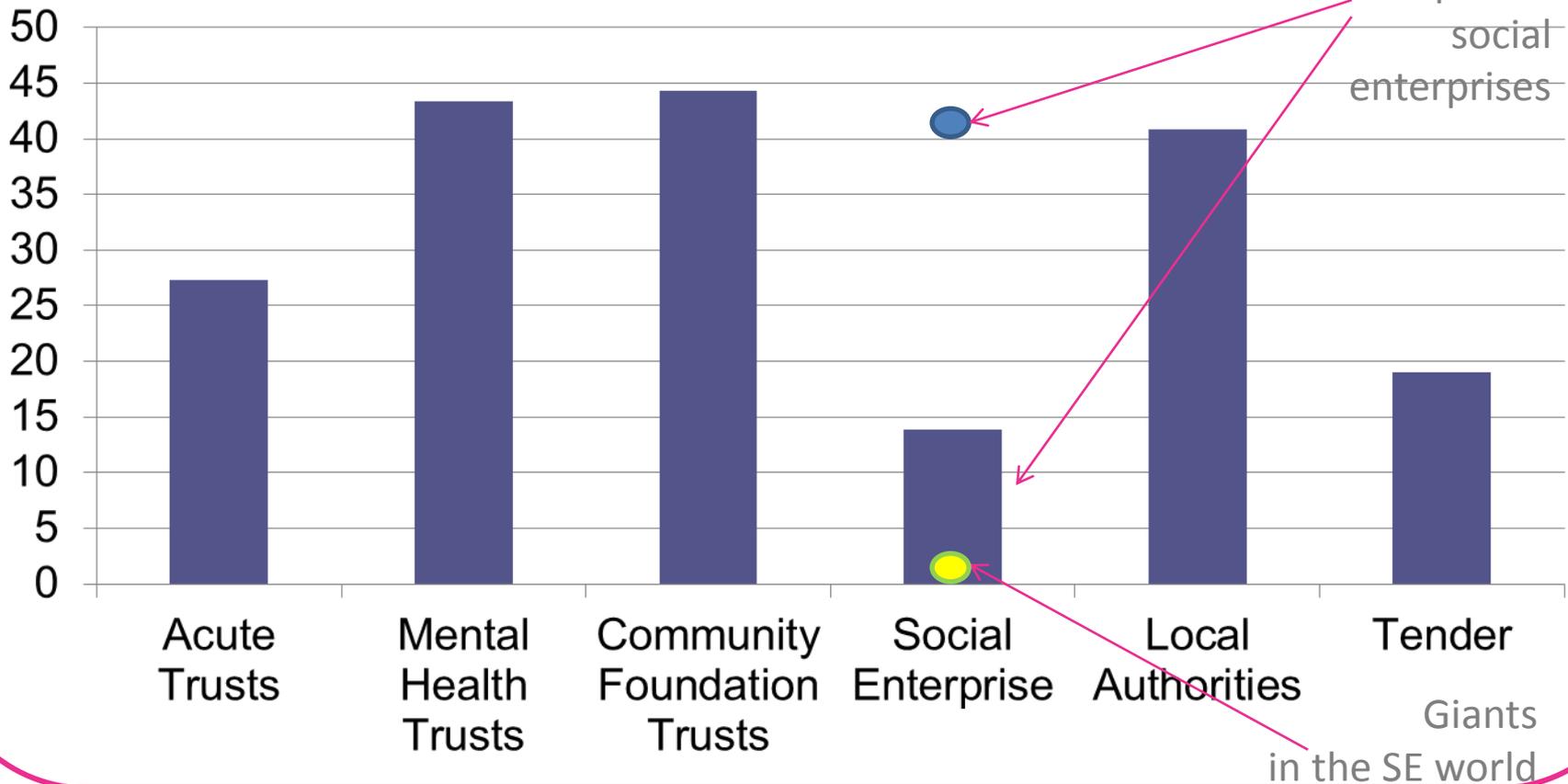


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Spin-offs in Health: Large is Comparative

Average Value by Location - £m



Social Enterprise Leadership Capability to Break the Barriers and Transform Outcomes:

Define the purpose (the “cause”) and align the people and organisation (including mergers) behind it

Compete for business that will fulfil the purpose

Collaborate in strategic alliances to secure successes, including joint ventures

Diversify funding sources whilst staying true to the cause

Transform structures, systems and the culture to be fit for the new world



DISCUSSION

How should your potential staff spinoff be set-up in order to be a high performing organisation?



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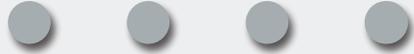
Haspion™

Breaking the barriers, transforming outcomes

Haspion™ is the first organisation in the UK to focus solely on the transformation of health and social care through Social Enterprises.

We provide specialist services to NHS organisations, local authorities, staff mutual spin offs and the social enterprise sector.

Our emphasis is on building and retaining our clients' capability so that greater public value can be achieved at less public cost.



Social Enterprise design and development

Business plans • Market intelligence
Commercial strategies • Options
Service models • Social finance
Leadership coaching • Constitutions
Social franchising • Consultations
Employee engagement • Mergers



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Haspion™



Transforming Health and Social Care through Social Enterprises



Building Capability



Health and Social Care Enterprises

We work with you on the design and delivery of services that

- realise demand management outcomes that result in healthier lifestyles
- join up care and treatment to achieve patient and client determined outcomes
- use multidisciplinary approaches to integrate provision across boundaries
- secure competitive returns on investment.

Juggling the priorities and pressures can be a tricky business —

Handling them expertly is the smarter option



Transforming Outcomes

Health and Social Care Commissioners

We work with you to develop the social enterprise market by

- empowering social enterprises to offer better choice, high quality and value for money
- capturing, replicating and scaling up what works
- enabling locally-owned provision to benefit from economies of scale through social franchising
- cultivating support for innovation and bold action, underpinned by effective risk management.

Emerging Organisations

Want to establish a staff mutual social enterprise? We can help you evaluate the options and maximise the outcomes

Existing Organisations

Want to improve your competitive performance and social impact? We can help you capitalise on your strengths and intellectual property



Severe cuts can reveal new perspectives and new ways of working

At Haspion™ we believe that Social Enterprises have the potential to transform the quality and cost-effectiveness of health and social care services large and small.

