

# Croeso i Ysgol Haf!

# Welcome to Summer School!

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# The Idea of a Wales Public Service Summer School



A **Prosperous** Wales

A **Resilient** Wales

A **Healthier** Wales

A More **Equal** Wales

A Wales of **Cohesive**  
Communities

A Wales of **Vibrant** Culture  
and Thriving Welsh  
Language

A Globally **Responsible**  
Wales



**Working for the Long Term:** To safeguard the ability of future generations to meet their own needs, requires real long-term integration and collaboration addressing the well-being of people and communities, economic prosperity and the health of the natural environment.



**Long term:** The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.



**Always Growing and Improving:** We will be at our best for citizens and each other by choosing positive attitudes and behaviours, embracing learning and development and sharing ideas on ways to improve and deliver public services.



**Prevention:** How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.



**Working Together:** Where everyone involved in the delivery of public services, values others contributions, shares common principles and collaborates for the benefit of the people of Wales, within and across organisational boundaries and sectors.



**Integration:** Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.



**Treating Everyone With Respect:** Recognising, valuing and respecting the diversity of the people of Wales is central to seeing people as individuals and doing the right thing, at the right time and in the right place for citizens and each other.



**Collaboration:** Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.



**Putting Citizens First:** Our organisations need to be focussed on the needs of the people of Wales. This requires us to genuinely involve people in decision making which impacts them and their communities.



**Involvement:** The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.

# Why PPP...

- A conversation with Jeff Farrar, Chief Constable Gwent Police
- A paragraph in Margaret Wheatley's book – 'Finding our Way'
- A clear and resounding message from Lord Victor Adebowale, Nick Obolensky and Karyn McClusky

# Why PPP...

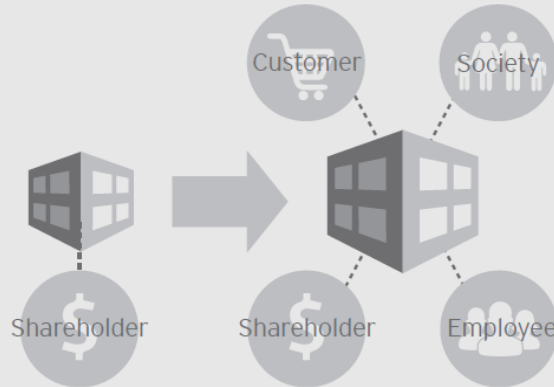
- Purpose – the importance of being clear about the collective purpose
- Identifying a small number of priorities and maintaining focus
- Using data and narrative together to provide a rounded picture
- Demonstrating effective leadership behaviours through action is crucial
- Relationships between people are critical

# What we know about Purpose so far...

1

## Corporate purpose goes beyond financial results

**87%** believe companies perform best over time if their purpose goes beyond profit



### Top three purpose elements

**85%**

Creating value for the customer

**76%**

Positively impacting society

**63%**

Generating financial return for shareholders

2

Purpose-driven organizations are  
believed to have better results





3

Purpose is viewed as a **driver**  
of innovation and transformation



**35%**

feel they are successful at  
innovation and continuous  
transformation



**84%**

believe their  
transformation efforts will  
be more successful if  
integrated with purpose

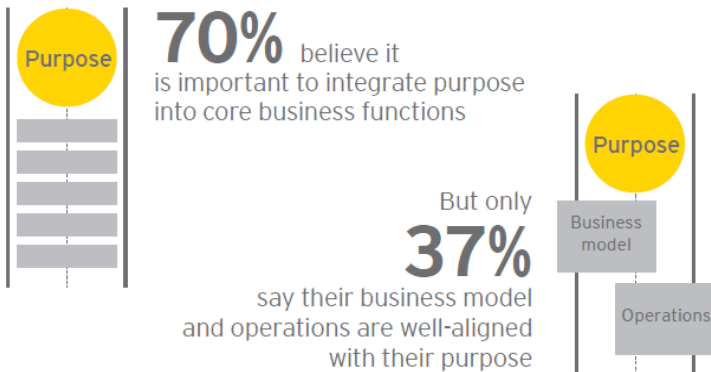


**55%**

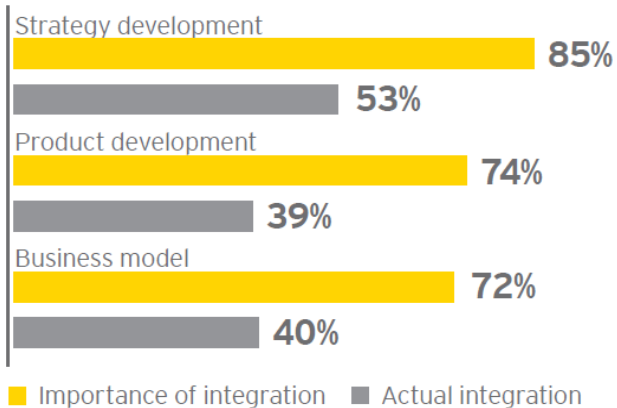
plan  
to leverage purpose in  
strategy development in  
the near future

4

## Purpose is being underleveraged



### Major gaps between the importance of purpose integration vs. actual integration



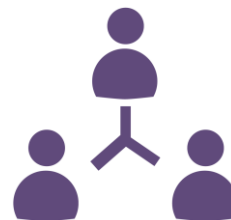
# Summer School Learning Community



**11th** annual  
Summer School



**294** people  
taking part,  
from



**61** organisations,  
across



**63%** female



**37%** male



**11** sectors

# Join the conversation



**Twitter:** #GwasanaethauCyhoeddus  
#PublicServiceWales

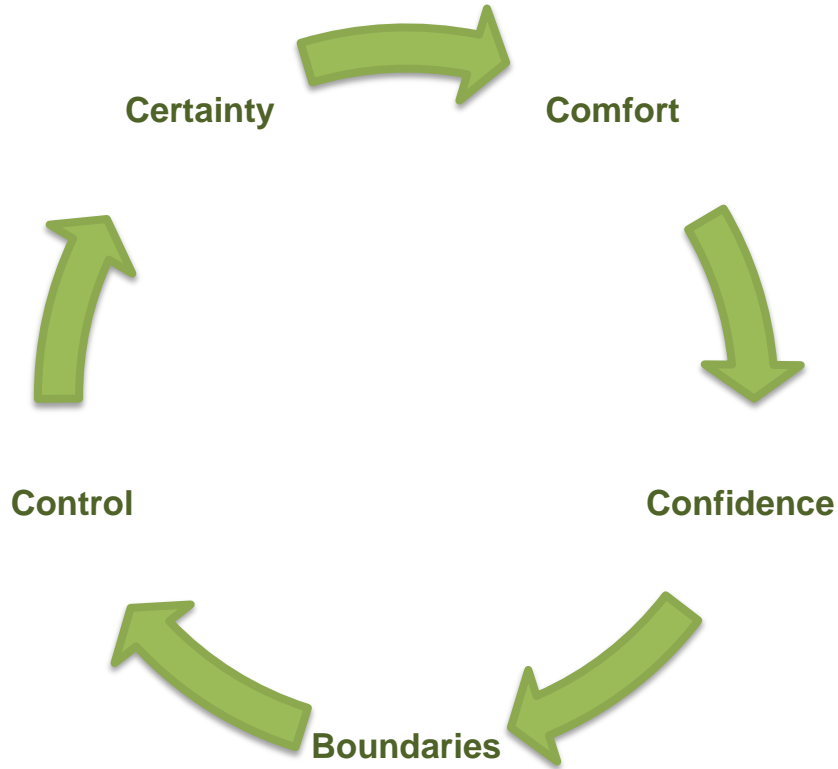


**Blog:** [www.summerschoolwales.com](http://www.summerschoolwales.com)

# The Five Principles of Learning

1. To take responsibility for your own and other peoples learning
2. To be proactive in identifying the things you want to learn and how you learn them
3. To reflect on what these things might mean for the way you work inside the Welsh public service
4. To challenge your own assumptions, values, beliefs about the way you work by being open to new ideas and new ways of thinking and doing
5. To take action to demonstrate the things you have learned

## Positive Capability



## Negative Capability



# During this week we will...

- Queue 1,250 hours
- Sleep 8,750 hours
- Dream 9,600 times
- Tell 3,750 lies
- Send 26,250 text messages

# More importantly we will...

- Have 12,500 conversations
- Speak 20 million words
- Have 3 million 750k thoughts

## Make Them Count!



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