

pro-noctis

Human Performance



*****AWARD WINNING

CASE STUDY

South Tees Hospitals NHS Foundation Trust

Pro-Noctis is pleased to have been asked to support the Education Team at South Tees by providing a range of training solutions to help meet the Trust's human performance needs.

Whilst not exhaustive we highlight some of the training we have delivered, and continue to deliver, below with a view that your trust may be interested in pursuing a similar approach to develop your greatest resource-your people.

Human Performance Practitioner:

A 5-day programme, split into 3 and 2 days with a gap of 2 weeks.

Based upon our ILM accredited [Human Performance Practitioner](#) course, but customised to meet the needs of the Trust, the course provided colleagues with the thinking space to deliver and implement change in their areas and consider how they best perform.

Pro-Noctis has delivered training to 3 cohorts of 16 selected NHS colleagues and continues to work with South Tees, bringing together previous cohorts to form a Community of Practice and shared learning, to support the positive strides being made.

"A quick thanks for a wonderful 5 days. It was liberating to know that the trust is prioritising staff health, education and alignment. Consultants are not an easy bunch and I have seen other initiatives be derailed within minutes of starting! Thank you for the lightness of touch in your delivery style and the punchy home truths that you both delivered. In your debt"

Jonathan, Consultant, South Tees Hospitals NHS Foundation Trust

Human Factors:

A non-technical day's learning

The Human Factors course develops an understanding of performing at your best for a greater amount of time. Central to this course is an appreciation of what it takes to operate effectively as a team and individual.

Pro-Noctis has delivered 10 training days for up to 30ppd.

South Tees NHS Trust has a growth mindset and is keen to develop a performance culture, one that focuses on valuing the individual which in turn supports better performance in the Trust.

Online Action Learning Sets: Training for education colleagues so that they are better placed to facilitate learning for groups and teams Pro-Noctis are always keen to help support internal capability.

Team Development: Pro-Noctis has used Insights to facilitate team development days that are future focussed and aimed at creating more cohesive teams able to perform better under pressure.

Individual Coaching: The Trust has funded a limited amount of 1:1 coaching sessions for identified individuals. These individuals are keen to develop their practice in a variety of senior roles, including board members to Directors.

"Is there any way I can evaluate this study day? I thought it was absolutely fantastic and I really think all staff would benefit from this"

Jon, Critical Care Charge Nurse, South Tees Hospitals NHS Foundation Trust

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