



i-THRIVE Toolkit: Prioritising Improvement and Gap Analysis

Aims of the workshop

The aim of this session is to bring together the pathway mapping and data analysis already captured along with the baseline analysis captured by the THRIVE Assessment Tool and the opportunities for improvement that you have already begun to think about.

In order to carry out the prioritising improvement and gap analysis workshop you will need to have already undertaken a number of steps within Phase 1 of the i-THRIVE Approach to Implementation including:

- Mapping and reviewing your pathways
- Understanding the quantitative data relating to your pathways and local system
- Capturing and understanding feedback and qualitative data from across the system including from professionals, children, young people and their families
- THRIVE Assessment Tool

This workshop will help you to establish key priorities moving forward with your implementation of the THRIVE Framework for system change (Wolpert et al., 2019) and to identify some key action points.

Materials

- i-THRIVE Prioritising Improvement Exercise
- i-THRIVE Gap Analysis Exercise
- PowerPoint: Prioritising Improvement and Gap Analysis
- Flip chart and pens to record outcomes of group discussions
- Tables for group work

Who should attend

Staff from across the system should be invited to participate in order to produce a full as possible understanding of the system. This will include professionals from universal and specialist health and mental health services (including GP representation, perinatal services, and adult mental health), social care and safeguarding, local authority services (including youth justice, early help, LAC etc), education (including children's centres, primary, secondary and specialist provision including for those NEET), commissioners, the police, the ambulance service, a whole range of voluntary sector providers, and appropriate representation of service users (children and young people representatives and/or parents/carers).

Workshop Structure

1. Establishing Priorities

The THRIVE Framework is made up of a set of core principles that relate to each part of the system: the macro/strategic or organisational level, meso/service level and micro/individual level system. The THRIVE Assessment Tool explains each of these principles and provides



four descriptions for each principle, which range from a very THRIVE-like system, to one that has some way to go before it can describe itself as 'THRIVE-like'.

You will have already scored each of the principles of the THRIVE Framework based on your understanding of the current system in your locality using the THRIVE Assessment Tool and identified some top line priorities to move forward with. In this session you will review the top line priorities based on the THRIVE Assessment Tool and discuss potential priorities now that you have had time to further think about your system.

45 minutes

- On each table are the individual principles of the THRIVE Framework that you have already assessed as part of the THRIVE Assessment Tool
- As a table, decide on your top five priorities for you locality
- Think about your pathway maps, your understanding of the data and the scores of the THRIVE Assessment Tool as you rank the principles of the THRIVE Framework in order of priority
- Agree a consensus on priorities 1, 2, 3, 4 and 5

15 minutes

- Now that you have identified your top five priorities on your tables, share these with the whole group
- Each table will take their turn in sharing their top five with the whole group
- Feedback from each table should be recorded on a flipchart paper that is visible to the whole room

2. Agreeing a Consensus

As a whole group you will now agree and confirm which of the principles of the THRIVE Framework will be the top five priorities in your locality.

45 minutes

- As a whole group you can now see what the top five priorities are for each table
- Agree a consensus as a whole group and identify the top five priorities for your locality that you will address going forward
- Write these top five priorities on flip chart paper and make sure that they are visible to everyone in the room

3. Gap Analysis

Now that your five key priorities have been confirmed it is helpful to look at those priorities individually and establish:

- The 'ideal' as set out in the principle of the THRIVE Framework
- What is currently in place?
- What is in development?
- Identified gaps
- What training might be useful?
- Recommendations about transformation



One hour

- On your tables begin to complete the i-THRIVE Gap Analysis Exercise
- For priority one, write the agreed priority in the left hand column
- Work your way through each column and add the requested information
- This is in draft form so don't worry about having the perfect wording – you will be able to tweak and refine this at a later date
- Repeat with priorities two, three, four and five
- Spend roughly 20 minutes on each priority

30 minutes

- Share any key pieces of information that you have identified in using the i-THRIVE Gap Analysis exercise
- What are the major gaps that you have identified?
- Are there any quick wins that you think could lead to immediate progress?
- Do you agree on the training that might be needed to support the workforce in moving towards the ideal of the principle of the THRIVE Framework?
- Have you got any great recommendations for transformation?
- Capture any feedback on flipchart paper.

Next Steps

Use the priorities and gap analysis work to develop a plan for service redesign. Have a discussion on plans for wider engagement and sharing of future steps with the whole system. Plan for a redesign workshop.

Continuing with Phase 1 of the i-THRIVE Approach to Implementation

Staff will be invited to a redesign workshop.

Finally, a local outcome framework could be developed to help measure your pathway to see how the implemented changes lead to improvement and to identify problems early so they can be addressed.

Contact the National i-THRIVE Programme Team

If you would like further information about this workshop or about implementing the THRIVE Framework visit the website at: <http://www.implementingTHRIVE.org> and follow [@iTHRIVEinfo](https://twitter.com/iTHRIVEinfo) on Twitter.