



Pathway for Partnership Information Pack



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The Problem



Survival

Partnerships are **squeezed** by competing clinical and leadership priorities, leaving partners without enough time to run their businesses effectively. Declining figures suggest becoming a partner is less attractive.



Increased Complexity

Rising patient and **operational complexities**, financial pressures, and inappropriate workload transfers from secondary care make successful delivery of the Primary Care NHS contract unviable.



A Rock and a Hard Place

Navigating staff shortages, increased regulatory demands, and rising patient expectations is **increasingly difficult**, further straining the effectiveness and sustainability of GP practices.

Other Challenges

ICBs

Poor patient satisfaction levels and suboptimal Practice and PCN performance could lead to an increased risk of **Partners handing back their contracts**—a trend that has been on the rise in recent years.

PCNs

A stretched workforce, premises pressures, and technologically misaligned clinical services are **overwhelming Clinical Director's GP Partners**, making it stressful for them to run their practices safely and profitably.



Backwards Backdrop



Burnout!

The Solution

Pathway for Partnership is a guided **organisational development programme** curated specifically for the uniqueness of GP Partnerships where clinicians lead in a team of peers.

Leadership in GP practice is a **'team sport'** and a purposefully aligned leadership team that provides clear direction for everyone delivering patient care will take your partnership **from surviving to thriving.**



Qualitas



Why choose P4P?

Pathway for Partnership creates **Ambidextrous Partnership Teams** by enhancing and blending clinical and entrepreneurial leadership behaviours. This approach optimises organisational development, driving both **medical and financial excellence**.

- ✓ Improved organisational financial health
- ✓ Enhance organisational culture through reduced disruptions, such as staff turnover
- ✓ Productive gains through a clear vision for all
- ✓ Made by GP Partners, for GP Partners



The Programme

Pathway for Partnership is **intentionally planned and constructed around three pillars** – Leadership, Strategy, and Operations – each building on the foundation of the previous one to guide the Partnership forward.

The programme's design and rhythm **prioritise the financial health of the partnership**, making it a comprehensive outcome of every pillar and stage.



Leadership



IMPACT: Well-led practices and partnerships foster a culture of clarity and positivity, boosting staff morale, improving retention, enhancing patient care, and increasing financial performance.

Leading in a team of Peers

Unique business model absence of hierarchy



Leading a practice Team

Valuing importance of non-clinical time crafting space (scheduling) to build positive culture.



Leading Change

Externally imposed or internally directed change requires skilled execution and foresight to bring everyone together.



Strategy



IMPACT: Partnerships with a shared vision and strong governance have better control over practice plans, aligning activities to enhance care and achieve commercial goals.

Agreed vision and values

Describing the overarching goal and culture for the practice - clarity for the partnership on direction and behaviour expectations



Strategic priorities and KPIs

A framework clarifies how daily activities align with the practice's overarching goals and impact stakeholders (patients and commissioners).



Governance Arrangements

Partnership team agree levels of delegated authority - ensuring effective decisions are made at appropriate level of the organisation.



Operations



Most people are tempted to jump straight into **operational mode** because it feels familiar and concrete, making it easier to understand the impact of changes.

However, it is crucial to establish strong leadership and a clear strategy first, providing a **solid foundation** and **coherent direction** before addressing operational needs.

Finance

Practice operating model, financial management, and planning and forecasting



Operational Effectiveness

Healthcare digitisation opportunities



Patients

Knowing your patients, demand analysis, service model and capacity planning



Learning and Growth

Performance management; developing and maintaining high performing teams



The Impact

57%

Improvement in Intent to Stay

Up to **57%** improvement in staff members intent to stay at the practice

10%

Retainmentment of Staff Members

In practices with an average list size of 10,000 and 40 staff, over **3-4 members are retained** (10%)



Double

Competence and Confidence

Competence and confidence in understanding of non-clinical and business aspects are **doubled**

£160,000

50x Return on Investment

Practices that take P4P make an average **saving of up to £160,000** from a £3,000 investment

Still Unsure?

"I've done a leadership course before"

This is not a typical business or leadership course focusing on you as an individual. P4P focuses on how to lead effectively as peers and applies business principles and models specifically focused on General Practice.

Learn More...

Take our free Primary Care Assessment Tool to evaluate your Partnership's strengths.





Contact Us



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Learn More

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