

Matt Bukowski MA (Cantab) CQSW  
Social Care Strategies Ltd  
Leadership Development  
Organisation & Service Review  
Strategic Direction  
Performance Improvement  
Partnership Building

## Strategic Thinking...

Matt is a strategic thinker with extensive experience of leading organisations, building partnerships and developing individuals and teams to deliver improved outcomes for people who use health and social care services.

He has 10 years experience as Director of Social Services with a large shire authority, successfully leading major change programmes to create more responsive, customer-focused services.

Matt is a Visiting Fellow at the University of Lincoln and a Learning Adviser at Nottingham Trent University.

### Social Care Strategies Ltd has been established to help organisations and their top teams manage change more effectively...

The constant demands of managing people, budgets and performance mean that Chief Executives, Directors and their top teams sometimes need additional help in managing organisational and service change.

This may just be about additional capacity. Often however, it's more about bringing a new perspective to the way in which people, teams and partnerships are operating.

Relationships between health and social care organisations are traditionally strong and trusting. However, Directors report that even the best partnerships do not always lead to effective joint commissioning and service integration.

Public services are full of staff passionately committed to achieving the best outcomes for carers and service users.

However, the performance of people and teams can sometimes become stuck because the organisation as a whole is not working as well as it should.

The biggest challenge for today's public service leaders is to run day-to-day operations at the same time as modernising and improving services – and to do all this whilst driving out efficiency savings!

### So, how can we help?

As a long-standing Director of Social Services, Matt Bukowski understands the challenges and dilemmas of strategic leadership. He will build a relationship with you and your top team to develop a clear understanding of exactly what you want to achieve. This close relationship will continue beyond the completion of the assignment so that initial objectives can be reviewed and evaluated.

Matt will work within your organisation to **identify the barriers** to improvement and change. These may be issues of **strategy, culture, structure, relationships or performance**. All can be resolved with the **active involvement** of an independent third party.

These barriers can apply just as much to partnerships as single organisations. Matt has particular expertise in **conceptualising whole systems** from the perspective of the end user.

This will mean paying careful attention to the way in which elements of the 'whole system' combine: inter-agency governance, joint strategy and integrated processes.

**Social Care Strategies will support you in devising and implementing change programmes which are driven by a clear focus on the rights and entitlements of the citizen.**

Where required, these programmes can be developed in partnership and/or consultation with service users and carers.

Leading public services can be demanding, exciting, stressful and rewarding – sometimes all on the same day! Directors and senior managers will perform at their best when they feel stimulated and supported.

**Matt can provide you with independent expert coaching to help you stay energised and focused on what you want to achieve.**

Independent expert analysis, coaching and advice to help you stay energised and focused on what you want to achieve...