

PROJECT

Systems leadership in Peterborough and Cambridgeshire

PRACTITIONER

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APPROX. DATE

2018–2019

SITUATION AND CONTEXT

Health and care leaders in Peterborough and Cambridgeshire were struggling to work across organisational boundaries. There were siloed efforts, mistrust, and a lack of shared understanding. A systems leadership programme was commissioned to help shift the way senior leaders worked together.

SYSTEM OF INTEREST

The network of health, care, and local authority leaders responsible for service transformation across the region.

APPROACH TAKEN

We co-designed a learning and development programme with a strong systems thinking underpinning. The programme used real-world challenges, action learning, and systems tools to build trust and capability.

MODELS AND INSIGHTS DEVELOPED

- Rich pictures and causal loops were used to reframe complex issues
- Boundary critique surfaced assumptions about roles and responsibilities
- The programme modelled systemic learning and collaboration

KEY INTERVENTIONS UNDERTAKEN

- Facilitated learning sets across organisational boundaries
- Introduced practical systems tools to reframe challenges
- Used reflective practice to deepen insight and build shared understanding

RESULTS

- Improved cross-sector collaboration and shared purpose
- Participants developed the confidence to take joint decisions
- Relationships built in the programme led to real-world service improvements

AFTERTHOUGHTS

Doing the work together is what made the difference. Tools helped, but trust-building was central.

CONCLUSION

Systems leadership means learning to see the system together—and then act from that shared perspective.