Appendix 1: Proposed timetable for the Collaborative Mentoring programme

Word key:

Chief Executive Carolyn Downs – CE

Strategic Directors – SDs

Operational Directors – ODs

Collaborative Mentoring programme		**Timetable for implementation: Dec-15 to Dec-16**												
Initiative	**Summary**	**Dec-15**	**Jan**	**Feb**	**Mar**	**Apr**	**May**	**Jun**	**Jul**	**Aug**	**Sep**	**Oct**	**Nov**	**Dec-16**
360º feedback	Piloted by CE, SDs and ODs in mid-Dec to end of Mar-16		√											
Shadowing / Back to Floor Days	Piloted by CE and SDs from Jan-16 Two days per year for each		√	√	√	√	√	√			√	√	√	√
Reverse mentoring circles	Piloted by CE, then SDs & ODs First mentoring circle by CE – end of Jan-16 (bi-monthly)		√		√		√		√		√		√	
Web chats	Piloted by CE, then SDs & ODs First web chat in Jan-16			√	√	√	√	√	√	√	√	√	√	√