**Medway NHS Foundation Trust – Appointment of Chair**

**Focus Group Discussion Topics (for information)**

**External – rapporteur:**

* What does good system working look like and how will this enable Medway FT, under your leadership, to contribute to improving care for its communities?

**Internal – rapporteur:**

* As Chair of Medway FT, how would you work with Board and colleagues at all levels to ensure the organisation always delivers the highest possible standard of care to our patients?

Interview questions are overleaf…/

**Interview Questions – main panel**

Interviewer \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Candidate \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

| **Asked by**  | **Question**  | **Notes**  |  |
| --- | --- | --- | --- |
|  | **Motivation and Relevant Skills** |  |  |
| GA  | 1. In preparation for leading in the Chair role at MFT, what are the most relevant achievements in your current or most recent roles that would underpin your ability to be an impactful Chair for our organisation?
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|  | **Professional Acumen** |  |  |
| DK | 1. How would you engage patients and service users more in contributing to the design of clinical services? And how will your experience help us to innovate for the benefit of our patients and service users?
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|  | **Strategic** |  |  |
| MS | 1. How will you lead the Board in developing and delivering upon a strategy?
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|  | **Partnerships** |  |  |
| WW | 1. What role should Medway FT play in the wider system? What benefit can be derived for our service users from greater integration?
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| DB | 1. Please give an example from your executive or non-executive career of a time where you have successfully worked in partnership an external organisations.
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|  | **People** |  |  |
| DK | 1. How will you work with the Governors in delivering their role in the Trust?
 |  |  |
| GA | 1. Where can tensions arise between the Board of Directors and Council of Governors and what will you do to avoid this?
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| WW | 1. How have you gone about constructively challenging internal and external stakeholders?  Is there any particular style or strategy you would use to influence them, including senior clinical staff?
 |  |  |
| AE | 1. How will you ensure that the Board is connected to the views of the communities served by the Trust?
 |  |  |
|  | **Outcomes Focused** |  |  |
| JD | 1. Can you give an example of how you have had to manage a complex issue at Board level where you have had to win the confidence and trust of colleagues and clinicians?
 |  |  |
| AE | 1. What does a “well-led” organisation look like? What does Medway FT need to do to achieve this?
 |  |  |
| JD | 1. How will you hold senior staff to account? What does an ‘accountable’ culture look like in practice?
 |  |  |
|  | **Concluding question** |  |  |
| GA | 1. Following the interview, how would you summarise the skills and experiences that you would bring to the role of Chair at Medway FT?
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