

# Recommendations



## Practical approach toolkit: Empowering self-managing teams

These recommendations draw on BelleVie Care's experience and wider sector best practice. They focus on how meaningful stakeholder engagement can strengthen cultural integrity, accelerate innovation and build trust across the care ecosystem. Each recommendation includes practical actions you can take, and we suggest referring to the relevant 'building block' for deeper context. The insights combine strategic, operational and cultural learning, and can be adapted by other providers seeking to embed collaborative approaches in adult social care.

At the end of this section, you'll find resources to support implementation.

Involving key stakeholders	Yes	No	N/A
<p>Engage stakeholders continuously through co-design, transparent reporting and feedback loops to build trust and improve outcomes:</p> <ul style="list-style-type: none"><li>■ Involve frontline teams, supported individuals and families in shaping care models, using human-centred design approaches such as co-design workshops and scenario-based exercises.</li><li>■ Maintain structured feedback loops that inform service design, training and technology development to improve outcomes.</li><li>■ Share transparent performance dashboards and real-life stories to demonstrate quality and value for commissioners and families.</li></ul>			
<b>Action</b>			

Involving key stakeholders	Yes	No	N/A
<p>Develop strategic partnerships with peer providers and investors to balance innovation with compliance and long-term sustainability:</p> <ul style="list-style-type: none"> <li>Form alliances with peer providers to share insights on financial planning, workforce development and operational challenges.</li> </ul>			

**Action**

Involving key stakeholders	Yes	No	N/A
<p>Create transparent, responsive communication channels that foster trust, shared responsibility and person-centred care planning:</p> <ul style="list-style-type: none"> <li>■ Include families in care reviews and planning through digital platforms, structured meetings and co-design sessions.</li> <li>■ Host team meetings in local venues to maintain visibility and strengthen community ties and trust.</li> <li>■ Provide clear explanations of changes and invite feedback to ensure care remains aligned with individual needs.</li> </ul>			

**Action**

Involving key stakeholders	Yes	No	N/A
<p>Adapt proven principles from other industries to accelerate innovation and improve care delivery at scale:</p> <ul style="list-style-type: none"> <li>■ Adopt philosophies and practices proven in other sectors and countries, such as servant leadership, teal paradigms used by self managing organisations and liberating structures – from simple techniques like checking in and out of meetings to larger scale transformational work.</li> <li>■ Apply agile methodologies from the tech sector (e.g. Spotify’s squad model, where small, autonomous, cross functional teams own a specific mission) to enable iterative improvement and autonomy.</li> <li>■ Use design thinking to shape technology and processes around user experience rather than organisational convenience. Share learnings through sector forums to influence best practice and policy development across social care.</li> </ul>			
<b>Action</b>			

## Further support

- [Good and Outstanding care \(GO\)](#) – use proven practices and case studies to demonstrate service quality and build trust with partners.
- [Manager induction standards: Effective communication](#) – strengthen communication with stakeholders to support collaboration and transparency.
- [Manager induction standards: Working with partners](#) – promote partnership working across health and social care.
- [Practical approaches to working in partnership](#) – evaluate and improve partnership effectiveness through structured reflection.