

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 iterative learning, cultural integrity and values-led growth can transform care delivery. 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 refine and embed new models effectively in adult social care.

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

Pilot, refinement and embedding	Yes	No	N/A
<p>Simulate real-world situations to validate work flows, decision-making and contingency planning before the pilot begins:</p> <ul style="list-style-type: none">■ Use role-play exercises with staff to understand and learn from responses to common and complex care scenarios.■ Co-design processes for scheduling, emergency cover and communication protocols to prepare a team to manage these scenarios themselves.■ Agree which outcomes will be measured and supporting guidance needed before introducing practices into live care environments.			
Action			

Pilot, refinement and embedding	Yes	No	N/A
<p>Launch a small-scale pilot to test your model in a real-world environment before committing to wider rollout:</p> <ul style="list-style-type: none"> ■ By definition, a model of self-management cannot be imposed. Agree an internal recruitment or secondment scheme for people to apply voluntarily to pilot a new way of working. ■ Select a defined geographic area to trial new ways of working and pricing models. ■ Use simple tools (e.g. spreadsheets) to track payroll, scheduling and care delivery before investing in technology. ■ Gather qualitative and quantitative feedback from front line colleagues and families to refine assumptions and build confidence. ■ Trust the care workers in their new teams. Allow mistakes, and if you're a leader – learn to let go. 			

Action

Pilot, refinement and embedding	Yes	No	N/A
<p>Understand if the new ways of working are effective. Data is your friend but not for control, and should be made available to those in self-managing teams to iterate:</p> <ul style="list-style-type: none"> ■ Agree in advance how you will decide if the pilot is effective, referring back to your vision and purpose. ■ Track operational metrics (e.g. time in care vs travel, rota effectiveness) alongside financial performance. ■ Use qualitative feedback from colleagues and families to understand cultural fit and satisfaction. 			

Action

Pilot, refinement and embedding	Yes	No	N/A
<p>Treat refinement as a continuous process, not a one-off exercise, to strengthen resilience and adaptability:</p> <ul style="list-style-type: none"> ■ Use pilot insights to improve recruitment tools, onboarding processes and care planning systems. ■ Involve frontline teams in co-designing solutions for challenges identified during early testing. 			

Action

Pilot, refinement and embedding	Yes	No	N/A
<p>Prepare frontline colleagues for new ways of working with comprehensive training programmes:</p> <ul style="list-style-type: none"> ■ Combine compliance modules with bespoke content on self-management, compassionate communication and autonomy. ■ Use real-life scenarios and reflective exercises to embed cultural principles into daily practice. ■ Offer ongoing development beyond induction, including dementia care, delegated healthcare tasks and advanced skills. 			

Action

Pilot, refinement and embedding	Yes	No	N/A
<p>Scale gradually to maintain quality and embed values across new teams and regions:</p> <ul style="list-style-type: none"> ■ Use data-informed decisions combined with local insight to select new areas and avoid over stretching resources. ■ Introduce experienced colleagues into new teams to accelerate integration and operational stability. ■ Embrace failures as learnings. 			

Action

Further support

- [Assessing and measuring quality](#) – resources for monitoring service quality and outcomes during pilot phases and roll outs.
- [Values-based recruitment](#) – resources to attract care workers aligned with organisational culture and values.
- [The Care Workforce Pathway](#) – support career progression and role clarity across the care workforce.
- [Guide to developing your staff](#) – explore flexible approaches to training and development tailored to service needs.