

# 5 ways to get the most out of systems

We all know about management systems and often we have them just because we have to as they are not usually high on the priority list, unless something goes wrong. These systems can often prevent things going wrong if set up properly. Here are some tips...



## Align systems with your philosophy

If you have systems because you need to, but don't really value them or adopted them from someone else, then they probably do not aligning with your philosophy and values. This can cause issues where you end up doing things that don't feel right or aren't keeping you within these values.



## Embed the NQS into systems

The more you know about the NQS the more you can build this holistically into your systems like policies, procedures, appraisals, inductions, etc. This supports more meaningful evidence of the NQS in practice and also allows for exceeding theme 1 to be met across these systems.



## Develop systems that work for your service

Many services have either inherited their systems with the service, adapted them from what other services do, or outsourced their systems to someone else who doesn't work there, and these can all cause issues. Developing systems that fill your gaps and support your stakeholders will work wonders.



## Build accountability into systems

A lot of services' systems do not have clear and measurable language in them that can hold staff accountable to the expectations. This means that it can be hard to address lack of compliance from staff because there is nothing to refer to. Use clear language and have staff sign off to agree to systems.



## Reflect on your current systems

Spend some time thinking about your current systems: Do they work for you? Do you value them? Do they improve practices? Do they work well together or interfere with each other? Do they help streamline your workload or add to it? Could changing your systems create strengths in your service for A&R?