



December 2015

The purpose of Salters Hill is to work alongside people with learning disabilities and others who seek our support, to develop confidence, skills and independence. Based in the West Midlands, we have worked with Ian Williams and Caplor Horizons since April 2014. Ian's work as mentor enabled me to grow into the role of CEO.

Most significantly the substantial work undertaken with the trustees and managers ensured that we have a strategy that is reflective of our charitable purpose as well as responsive to the economic and political changes we are facing; it has enabled me as CEO to remain focussed, confident and driven to deliver our ambitious plans through some very testing times.

Various people from Caplor Horizons have contributed in different ways, including John White about effective communication and Lord Paul Tyler regarding advocacy.

With the new strategy in place, in April 2015 the focus of the next phase of work with Caplor Horizons shifted to implementation and to further strengthening our management team; particularly knowledge and skills building and to helping inculcate an even greater culture of learning and improved effectiveness.

A training event in June with the new management team enabled us to work with Ian and Lorna Pearcey as well as utilising the strengths of our own staff. The feedback identified the value of team working, sharing the strategic goals. The delivery made use of the Caplor House model and the day was described as "inspirational". The focus on our learning culture and being well led is fundamental to our approach and leadership development.

A further event with the full management team was held in early September. This challenged the group to identify the culture, purpose and shared learning process. Progress was made in operational processes as the team reflected on their leadership and capacity to influence change. The day was well structured, well received and extremely significant in the organisation's development.

A member of our management team has also participated in wider Caplor Horizons events. These have contributed to her personal and professional development. This included a session with Charles and Liz Handy.

Amanda Johnson,
CEO,
Salters Hill.