Peer-Led Challenge Guidance
Establishing Key Themes and Improvement Priorities

Stage 5: Analysing the Findings

When you have completed your analysis of strengths, areas for improvement, ratings and variations from the Self-Assessment judgements, establish your initial perceptions of key themes and improvement priorities by asking yourself the following questions:

➢ What are the threads running throughout the areas for improvement?

➢ What are the threads running throughout the strengths?

➢ What are the organisation's long-term improvement or change goals? Given these goals, which areas for improvement do you think are priorities?

➢ What is the most common comment about the organisation from staff? Given this trend, which areas for improvement do you think are priorities?

➢ What is the most common comment about the organisation from partners? Given this trend, which areas for improvement do you think are priorities?

Record your initial perception of key themes and improvement priorities.

Stage 6: Providing Feedback and Reporting

Once you have presented and discussed your feedback on the organisation's strengths, areas for improvement and ratings, challenge the organisation to establish key themes and improvement priorities:

1. Ask the following questions:

   ➢ What are the threads running throughout the areas for improvement?

   ➢ What are the threads running throughout the strengths?

   ➢ Given your organisation's long-term improvement or change goals, which areas for improvement do are priorities?

   ➢ In what way will these improvements make a difference to the services provided to the community?

2. Present your perceptions of key themes and improvement priorities (remember to stress the point that these are only **your initial perceptions** – the organisation does not have to agree with them!). Challenge the organisation to consider and comment on your perceptions.

3. Challenge the organisation to establish key themes and improvement priorities or to plan a further Management or Self-Assessment Team meeting to achieve this.