

# East of England Neonatal and Paediatric Healthy Leadership Development Programme Cohort 3 Spring 2023



A series of topics and modules designed to develop leadership and wellbeing. The modules will be built around leadership, teamwork, communication, culture, wellbeing, psychological safety and more.

Each topic will be a 20/30 minute session with follow up discussion and time to reflect. Post topic supportive information will be shared.

Leadership is not a rank but an act. All of us are called upon to demonstrate leadership in our roles. This course is aimed at those across our organisations who want engage with leadership as a 'doing thing'.

Each topic will be supported by comprehensive information and a certificate which can be used for IPR, CPD, revalidation.



## Topics include:

**Introduction, how do we learn and grow ?**– taking ownership of my development

**Care Support Pyramid** – domains that require leadership focus to improve colleagues experience

**Healthy Leadership Rhythm** – establishing leadership habits that support the team and the task

**Build a team each day** – establish the work required to create an effective team quickly

**Briefing and Debriefing** – communication, planning, learning and innovation – on the job

**Hygiene Factors** – relentless attention to working condition and getting the basics right

**Five Questions** – reducing anxiety and increasing clarity with coaching and compassion

**Quality** – defining and describing the concept of quality concerning task and team

**Golden Rules of Performance** – establish, maintain and improve individual and team performance

**Human Factors** – the factors of work and human behaviour that influence outcomes

**Absent Team** – the team of the future is built on the actions of the present

**Self-Care** - spotting the signs of distress in others and be confident in your response

**Going Home Checklist** – creating psychological wellbeing for colleagues at home

**The Importance of WHY?** – clarity of 'why' and a compelling individual and team purpose

**Effective Feedback** – feedback as the mechanism of change

Significant programme content is pre recorded with learning objectives and discussion points.

Facilitators will guide sessions and encourage break out discussions and follow up.

**Attendance at each 2hr session is mandatory. Please ensure you have your managers support prior to applying for this course . Apply via the website: [www.eoneonatalpccsicnetwork.nhs.uk/events/](http://www.eoneonatalpccsicnetwork.nhs.uk/events/)**

18th Jan 1000-1200, 25th Jan 1100-1300, 2nd Feb 1000-1200, 8th Feb 0930-1130, 22nd Feb 1000-1200,  
1st March 1230—1430, 8th March 0930-1130, 22nd March 1400-1600