

East of England Healthy Leadership Session Learning Objectives

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

In collaboration with Steve Andrews, Associate Director for Leadership and Development, East and North Herts NHS Trust, we are proud to present the East of England Healthy Leadership course.

This 8 week live online course is comprised of a series of topics designed to develop leadership and wellbeing. Each weekly session will last approx. 2 hours and will cover 1 or 2 topics using a hybrid of video and guided discussion to help you grow in your leadership. This, alongside a library of resources will ensure you have practical tips and guidance you can employ in your own clinical area. Applications can be made via our website. www.eooneonatalpccsicnetwork.nhs.uk/events/ Places are limited.

Attendance at all dates is mandatory to complete the course.

Sessions: Times will vary

7 th October	15 th October
24 th October	6 th November
12 th November	18 th November
29 th November	5 th December

Please ensure you have your managers support prior to applying for this course and that steps have been taken to enable your participation at all sessions

Week 1: How we learn and Grow

Objectives

To acknowledge that people learn in different ways

Explore the ways to learn and develop leadership skills

To establish leadership development as a continuous process rather than an episodic moment



Objectives

Understanding what makes a difference to the experience of people at work

Establish consistency and individuality at the same time

Group responses to provide shared learning

Construct a local/organisational action



Objectives

Distinguish between leadership as a theory and leadership as an event.

Consider establishing a regular rhythm to leadership that focuses on compassion, coaching, wellbeing and psychological safety.

We don't have to rank patients vs people, its not a competition. A Quality Clinical Rhythm **AND** a Healthy Leadership Rhythm are required.



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Week 3: Build The Team

Objectives

To acknowledge team building as a consistent activity

Explore the ways to build a team – short, immediate, long term...

To reflect on current practice and understanding of what it takes to build a team



Briefing and Debriefing

Objectives

Develop appreciation of planning, starting, learning and ending.

Gain some tools / techniques to help the practice of briefing and debriefing.

To reflect on current practice and consider what potential there is for change in your team



Week 4: Hygiene Factors

Objectives

To fully acknowledge and appreciate the impact of working conditions

Explore the ways in which Hygiene Factors can be improved within the team.

Create a focus within the team to 'getting the basics right'



5 Questions

Objectives

- Understand the need and context
- Explore the 'Rhythm' of 5 Questions
- Connect to theory and models
- 'So What' – how Straight Connector in my environment

Objectives

To clarify the meaning of quality – what do we actually mean...

Explore the role leadership plays in quality.

To reflect on current practice and understanding of quality and how it relates to our task and the team.



Objectives

To remove the negative bias attached to performance.

Offer a framework which asks questions – based around the common aspects of dysfunction.

Review what 'gets in the way' of these rules.

Explore the practical application of the 'Golden Rules'.



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Week 6: Human Factors

Objectives

A brief overview of Human Factors and explore a definition

Explore the role leadership plays in Human Factors

To reflect on the learning offered and what this might mean for your work environment and for yourself



The Absent Team

Objectives

Explore 'absence' as a concept in teams

Share brief overviews of team building models and ideas

To reflect on the learning offered and what this might mean for your work environment and for yourself



Week 7: Self Care

Objectives

To explore the signs that colleagues may be struggling

Offer an exploration of self-care

Where to go when further help is required



Going Home Checklist

Objectives

How do we 'Rest & Recovery' ?

Explore the actions that we can take to help our colleagues create balance – work/life !

To reflect on the learning offered and what this might mean for your work environment and for yourself

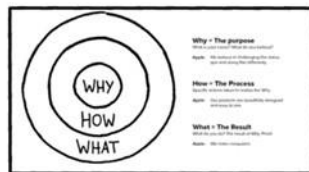


Objectives

Explore WHY as important to leadership and teamwork

How do we create and align to a shared why !!!

To reflect on the learning offered and what this might mean for your work environment and for yourself



Objectives

Understanding the role feedback plays in performance

Awareness of what works and what doesn't

Consider making it a common rather than a rare experience



The SBI Model of Feedback



