

# 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/](http://www.eooneonatalpccsicnetwork.nhs.uk/events/)

Places are limited. Attendance at all dates is mandatory to complete the course.

## Sessions: Times will vary

19th September      27th September

5th October      12th October

20th October      4th November

11th November      14th November

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



## Week 2: The Care Support Pyramid

### 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



## Healthy Leadership Rhythm

### 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.



# East of England Healthy Leadership Session Learning Objectives

## 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

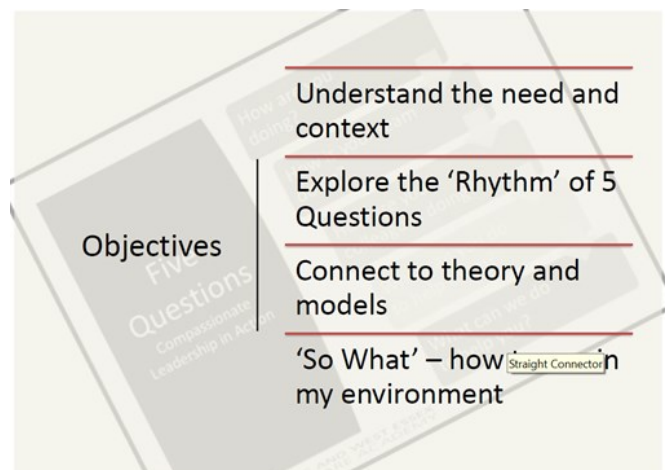
To fully acknowledge and appreciate the impact of working conditions

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



## Week 5: Quality

### 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.



## Golden Rules of Performance

### 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



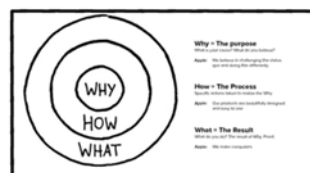
## Week 8: The Importance of Why

### 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



## Effective Feedback

### 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

