Undertaking Ready to Lead
The Leadership Challenges for NHSGGC

Thursday 14th April 2016

WELCOME

Please fill out your name place holder – both sides – whilst you are waiting
Today’s Session:

09.30  Welcome, Objectives for today

09.40  Workstream Introductions

10.00  The Leadership Challenge for NHS GG&C

10.30  Introduction to Delivered Modules and Improvement Project

- Leading Continuous Improvement
- Leading Effective Teams
- Emotional Intelligence
- Taking Forward your Improvement Project
- Maintaining your Leadership Learning

11.10  Coffee and Networking

11.30  My Experience of Ready To Lead

11.50  Introduction to Delivered modules continued

12.50  Open Discussion/Remaining Questions

13.00  Lunch and Networking

Juli

All

David Loudon
Director of Facilities and Capital Planning

David Aitkenhead
Clearwater Brookes

Agnes Hendry
Aston OD

Sue Simpson
Sue Simpson Assoc.

Doug Mann
Improvement Project

David Taylor
Senior OD adviser

Noelle MacKay

All

All
Our Objectives for Today:

- To allow delegates get to know their aligned workstream colleagues in advance of first delivered module
- To offer individuals an opportunity to network with the wider cohort
- To provide an opportunity to hear a senior management perspective on the leadership skills needed to face the challenges of the future
- To provide a preview of delivered modules and to meet their providers
- To offer some additional information to delegates to support undertaking their Improvement Project
- To make delegates aware of the additional materials and support available to them
Workstream Introductions
What you need to do – take a few seconds to…..

• Make sure your name place holder is filled in – both sides
• Take a second to introduce yourself to Workstream colleagues at your tables (if you haven’t already)
• Initially work with the person next to you and share the most important outcome you hope to have from undertaking Ready to Lead
• If you have this highlight one question you need clarified today
• Move around your Workstream table sharing your objective and questions, changing partner until you have spoken to all workstream colleagues

Capture your question for raising later if needed

You have 10 minutes
David Loudon
Director of Facilities and Capital Planning
Leadership Is?
It’s Not All About Me!

- Joined the Board in June 2013
- Project Director for QEUH Campus
- Director of Facilities and Capital Planning
  - 4,800 WTE
  - Diverse service delivery
Leadership is

• A quality that you can teach yourself
• A quality that you can teach others
• Being Honest
• Being Clear
• Being Compassionate
• Being Decisive
Leadership is

• Being Communicative
• Being Collaborative
• Being Fearless
• Being Accountable
• Being Humble
• Being Passionate
Ready to Lead

Leadership Ethos

One Team

- “Together Each Achieves More”
- “No ‘I’ in Team”
- “One Fails, All Fail”
- “One Succeeds, All Succeed”
- Mutual Respect, Trust and Integrity = Professionalism
Leadership Ethos

One Team

• Knowledge is not Power!!  Share it!

• A Problem Shared

• Partnership

• High Quality Service Delivery is Our Collective Priority and Comes First
Ready to Lead

Values and Expectations

Professionalism

• Got a problem? – Bring solutions
• Can and Will Do Attitude
• No Surprises Please!
Values and Expectations

- “It’s Not My Job” – No Thank You!
- Culture of Open Communication
- Make Decisions
- Information Flows and Deadlines
Let’s Discuss..
Introduction to the Delivered Modules and additional Support:

Workstream 1 - Leading Continuous Improvement
Workstream 2 - Leading Effective Teams
Workstream 3 - Emotional Intelligence
Workstream 4 - Taking forward your Improvement Project
Workstream 5 – Understanding the additional support available to you
Coffee and Networking
Again... introduce yourself to as many people you don’t currently know as you can
READY TO LEAD?

Noelle MacKay
What I wish I had done first

- Plan ahead
- Identify a critical friend
- Tell your team
- Be realistic
- Timing is everything
Emotional Intelligence

"'It's a beautiful day. You can see it. I cannot.'"
“It's not you it's me - No wait, it is you, its all you”
Leading Effective teams
Ready to Lead

- Purpose
- Identity
- Agreed Objectives
- Role Clarity
- Improved Decision making
- Communication
- Constructive debate
Leading Continuous Improvement
Ready to Lead

PDSA
- Plan
- Do
- Study
- Act

DMAIC
- Define
- Measure
- Analyse
- Improve
- Control
What’s in it for you

• RTL is not a magic wand
• You will get out only what you put in so some participation beyond showing up is required
• Select what works for you and focus on that
• Start small and apply lessons learned to bigger projects
• Networking – there is always someone you can learn something from
• Use the small wins to drive bigger changes
Introduction to the Delivered Modules and additional Support:

Workstream 1 - Leading Continuous Improvement
Workstream 2 - Leading Effective Teams
Workstream 3 - Emotional Intelligence
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Workstream 5 – Understanding the additional support available to you
Finally – what we need from you....

• Please work with your manager to complete and return your Commitment Form
• Ensure you have diaried and plan to attend all delivered sessions - if you have any problems let Lisa know as early as you can
• Additional masterclasses will be available - make good use of these
• Encourage your manager to attend the Improvement Project sponsors’ masterclass with
• Take time to complete evaluations and attend our final session – we use your feedback to improve the programme for future delegates
• Share your improvement project with us and future delegates
• Consider sharing your experience and knowledge by becoming a Mentor or joining our Alumni
Open Discussion and Questions
You may wish to use the questions you captured this morning
Light Lunch and Networking