

## 90 Minute Leadership



**OD recognise the challenges our leaders have in managing time constraints and setting aside time for development activities. Short, intensive development sessions can be a useful way of learning. Rather than spending a full day covering a relatively wide range of topics, our "90 Minute" leadership sessions will focus on specific topics, concentrating on key issues rather than the broader picture.**

**The next session is:**

### **"Transactional Analysis"**



This is suitable for all leaders in the organisation. This session will allow leaders to reflect on unhelpful interactions with peers, managers and those we lead, to help reduce conflict, power imbalance and help support challenging conversations and interactions. The tools offered in this session include the power of Adult-Adult relationships and being aware of the psychological games we can play every day, which may not serve us well, but may be so engrained in our organisational culture that they are hard to avoid.

At the core of the theory of Transactional Analysis (TA) is the belief that from early childhood we develop the ego-states of Parent, Adult and Child. All three ego-states (and their sub-categories) are present within us during our lives and will feature to a greater or lesser extent depending on how we interact and socialise with others. The ego-states display themselves in our attitudes, emotions and in our language. When we are being supportive we may use the language of the Nurturing Parent: "Let me help you". When we are in control we may use the language of the Critical Parent "I need you to do this". When we are rational, aware and free to choose we will tend to use Adult language: "So, here's the challenge, what are our options here?" And, when we are feeling insecure or perhaps playful or rebellious, we may use Childlike language: "Please give me some help"; "I've just had a great idea" or "Who are you to tell me what to do?" Adult language makes everyday interactions more productive and positive and therefore, makes us stronger leaders.

Leaders who have identified development areas in relation to managing conflict and having difficult conversations

**Who will benefit from attending the session?**

**Speaker:**  
Wendy Robinson

**Time:**  
8:00am for 08:30am start - 10.00am finish

**Room available from 8.00am**

If you would like to attend, please complete the registration form and return to [Lisa.donnelly@ggc.scot.nhs.uk](mailto:Lisa.donnelly@ggc.scot.nhs.uk) by **15<sup>th</sup> June**

**Date:**  
Thursday 28<sup>th</sup> June 2018

**Venue:**  
Room L0006, Teaching and Learning Centre, Queen Elizabeth University Hospital Campus