Hello Leaders and welcome to Issue 3 of our new Leadership Matters monthly newsletter. We do hope you are enjoying the summer months and hopefully having time to take a well-earned break. Your management and leadership of your teams is essential in making LPT a great place to work and receive care from, that is why we are investing in you with our newsletter, leadership programmes and support. Please do make the most of what is available and try and plan some time for ‘you’ over the next month for your learning and personal development ………. because leadership matters at LPT.

Leading Across Boundaries Programme

Were you aware that we have worked in collaboration with East Midlands Leadership Academy and partners from Health and Social Care within Leicester, Leicestershire and Rutland to produce a senior leadership programme? The Leading Across Boundaries programme is a 5 month programme which gives you the theory, tools and ability to try out new skills to help you to lead, motivate and influence where your normal lines of authority do not exist. You will sit alongside, network and learn with colleagues from GP surgeries, Councils, Charities and UHL colleagues from differing specialisms, which will enhance your learning experience and future workstream collaboration. This programme enables you to focus your newly acquired skills on a current work project, and this will also support you to progress this work across our LLR system.

The programme consists of 5 interactive 1 day workshops as well as Action Learning Sets:

- Being a leader
- High Performing Teams
- Leading across boundaries
- Leading change in health and social care
- Influencing beyond authority

If you are interested and would like to receive an information pack please contact Liz McCann on liz.mccann@westleicestershireccg.nhs.uk
Developing Your Teams

Team cohesiveness and working together is very important at LPT, in order for us all to be able to contribute to excellent patient care.

Professor Michael West, The Kings Fund, has carried out extensive research which has proven that good team working helps to create the right conditions for the delivery of continually improving, high quality and compassionate care.

The Organisational Development team have 3 options to help and support Managers with effective team working. See our flyer for more information:
http://www.leicspart.nhs.uk/Library/11DevelopingTeams.pdf

Team Development Self-Assessment Tool

This tool originally launched in 2016 has now been refreshed and re-designed to make it more user friendly and provide Managers with the knowledge and tools to development their own teams.

The tool combines the research and work of Professor Michael West and Patrick Lencioni, Author of 5 Dysfunctions of a Team, which forms the basis for all of our team development work.

The tool is very straight forward and simple to use and our eSource page guides you through the considerations of introducing the tool to your teams and getting buy in for completion of the self-assessment questionnaire.

Once your team have completed the questionnaire, there is guidance on how to analyse the feedback and work out a development plan for your teams based on team strengths and challenges. See our eSource page by clicking the link below.

It will also shortly be available on uLearn as a complete downloadable PDF document.

And of course, the OD team is on hand if you need further guidance and support.
Our Book Club Launch took place at the start of the month and already we have loaned out quite a few of our books. We still have plenty of brand new books which have interesting topics and theory within them, that you could loan and learn from. If your favourite book is out on loan then contact us and we will put you on a waiting list. We are keen to hear your reviews also for the books you chose to read, and would ask that you write up a short review so we can share in the Leadership Matters for others to consider. If you have any previously read book on your shelves and would like to donate them to the book club, please do drop them into the Education and Training Centre at Beaumont Leys so we can share them with our leadership community.

If you would like to check out the full list of books then please click on this link - https://bit.ly/2A9hfdJ

Dates for your Diary

We still have plenty of places left on the following opportunities, so why not check them out on uLearn, under Leading Together and plan your next development opportunity.

Mindful Leadership  21st September 2018, 9.30 – 12.30 & 13:00 – 4.00pm

Leadership Competency Co-Design Café, 4th September 1.30 – 4.00pm and 24th October 1.30 – 4.00pm – come and contribute to bring our competencies to life.

Leading Appreciatively, 15th October 2018, 1.30 – 4.00pm and 22nd January 2019 9.30 – 12.00pm

Leading with Transactional Analysis, 28th February 2019, am and pm sessions – also 11th April 2019 am and pm sessions

We are now accepting applications for WeNurture Cohort 3, contact OrgDevelopmentTeam@leicspart.nhs.uk for further details. Closing date 18th October 2018

Remember to check your uLearn profile page and ensure that if you are a Manager or Leader you have set your tab at the bottom of the page correctly.
Audience wanted for film making ..........

For those lucky people amongst you who were fortunate to have a place on the June conference this year and heard Mike Chitty, you will know how great his talk on ‘How to be an Outstanding Manager’ was. Mike presented his easy to follow algorithm for managing, motivating and connecting with your teams. A number of those present took back their new learning into the workplace straight away, one of those Leaders said .....

“I found his talk enlightening and whilst we are not at a point where we can do 1 to 1s weekly I have definitely been more inventive with how and when supervision occurs. This has boosted staff morale and importantly has promoted to staff that management are accessible and are responsive... supervision rates and engagement have improved as a result. I found his session very helpful.”

Emily Jarvis, Beaumont Ward Matron

We now have the great opportunity to share Mike’s algorithm with many more LPT Managers as we are going to produce a film of him sharing his theory, and it is our plan to make this available to you all – hopefully by the end of this year. Some lucky people are going to have the opportunity to be in the audience when we film him on 10th October 2018 and there will be a morning and afternoon session. We want you to give us your permission to be filmed as an audience participant (no speaking parts) and you will then have the opportunity at the end of the session to ask Mike any questions you have.

If you want to be one of our audience members then book a place via uLearn – Leading Together – How to be an Outstanding Manager.
Call us if you need any advice on your leadership development or team support. Let us know what you want in future bulletins and tell us your stories so we can share them – this is your bulletin and we want you to bring it to life.
Organisational Development Team – 0116 295 1700 or orgdevelopmentteam@leicspart.nhs.uk

Twitter

Who have you been following recently – let us know your favourite people and groups to follow so we can share them with our leadership community. Don’t forget you can see all that is going on at LPT by following – @NHSLPT

People we follow this month said -

Michael West @WestM61 Aug 9
More
Admitting mistakes, seeking help, apologising first, causes others to see us more positively. Our vulnerabilities show we are human and comfortab(ish) admitting we aren’t perfect. That is more likeable than someone who pretends they can never do wrong
https://t.co/Pqh139pEeg

Follow the link to read the full article.

Popular TED talks you may wish to view:

Brené Brown studies human connection -- our ability to empathize, belong, love. In a poignant, funny talk, she shares a deep insight from her research, one that sent her on a personal quest to know herself as well as to understand humanity
https://www.ted.com/talks/brene_brown_on_vulnerability

Brené Brown has released a number of books that are very worthy of a read and your time and her next book is out in October –

‘Dare to Lead’
Brave Work
Tough conversations
Whole Hearts

Here are some useful websites that may have useful information and resources for you –

The Kinds Fund is always a good organisation to keep your eye on, their latest publications and research into healthcare -  https://www.kingsfund.org.uk/

A good website for leadership resources and tools - https://www.businessballs.com/

NHS change website, with great tools and resources, along with access to the Change Agent School http://horizonsnhs.com/

There are some great free coaching resources available on this website - http://www.crowe-associates.co.uk/resources/