# Senior Leadership in Action Workshop Series – Summary and Outcomes

Senior Leadership Workshop Series supports the exploration and development of leadership competencies for professionals wishing to take the next step to influence change and improve quality at a more strategic level.

# CONTENT

Participants will have the opportunity to explore and understand themselves as next level leaders. The focus will be on further insights into emotional intelligence and communication; the importance of stakeholders; how to manage conflict; negotiation skills; civility; safety; handling difficult conversations using respectful challenge; understanding and identifying risk in the wider sense; getting to grips with Population Health data and developing their Board level skills.

Participants are expected to identify and lead on a project/initiative identified within the Directed Enhanced Service (DES), local commissioning plan and/or public health strategy. These workshops will support the leadership competencies necessary for successful articulation at local or Board level. Specific business case development will not be provided and should be sourced outside of the Workshops.

Participants will be given the opportunity to share the barriers and/or challenges that they perceive and/or have experienced. The facilitators will include these barriers and challenges into the workshop(s) providing the opportunity to explore and identify solutions, actions and opportunities in a safe space. All facilitators have worked at Board level and are qualified executive coaches. They will share their ‘real’ experience of Board level working and be available to provide coaching support.

Those who have not completed an in-depth psychometric analysis are expected to complete an Insights/Delivery psychometric analysis. A 16-page report will be provided for all participants with full support where necessary.

An Action Learning approach will be woven throughout all programmes/Workshops. This will provide the opportunity for development of supportive networks beyond the life of the programme, building confidence to influence Integrated Care Systems/Partnerships and the Boards. Action learning will also provide the sustained opportunity to engage in collaborative working to continually improve quality and outcomes for patients, the wider community, and colleagues.

Delivery: Between February and July 2024

# OUTCOMES

* Increased effective primary care leadership capacity, capability and connectivity within and across primary care networks and ICB’s enabling system transformation.
* Increased contribution to leading change to whole system, person centred care.
* Increased personal resilience
* Sustainable leadership support through action learning networks
* Understanding and ability to improve care quality and influence beyond own practice, including system planning and reform
* Improved ability to ‘think differently’ in partnership with others to reduce unwarranted variation
* Improved understanding and influence for the future of primary care
* Engagement in, and understanding of, succession planning
* Improved ability to think strategically and inspire others to improve delivery of health and social care outcomes.
* A greater understanding of self, management of self and others by gaining a deeper knowledge and utilisation of models and behaviours
* Improved ability to challenge and influence culture and people
* Improved ability to respectfully challenge; handle difficult conversations; negotiate and influence for a positive outcome for patients
* Further exploration of emotional intelligence and the importance of civility to manage attitudinal challenges and unhelpful behaviours
* A comprehensive personal development plan reflecting the strategic role
* The ability to demonstrate how effective leadership underpins their role and how to make a positive impact for the benefit of the PCN, patients, staff, and the wider system
* Be able to identify, understand and work well with stakeholders
* Develop skills to positively influence and challenge at PCN Board level and the wider health and social care system
* Understand the importance of politics and how to influence at a strategic level.
* Development of personal and team strategies for resilience and maintaining momentum during times of change
* Be able to identify key methods and skills in quality improvement methodology, develop skills to impact on quality care/practice and continuous quality improvement
* Understand health inequalities; population health management; evidence-based practice development; use of data (e.g., Right Care); and application
* Have good understanding of the National Quality Framework and their role in delivery; NHS change model; levers and opportunities for focusing on the triple aim; the wider implication of risk and safeguarding at an organisational level; care quality
* Understand the value of support networks, mentorship for self and others
* Development of innovative/creative person-centred and strategic thinking