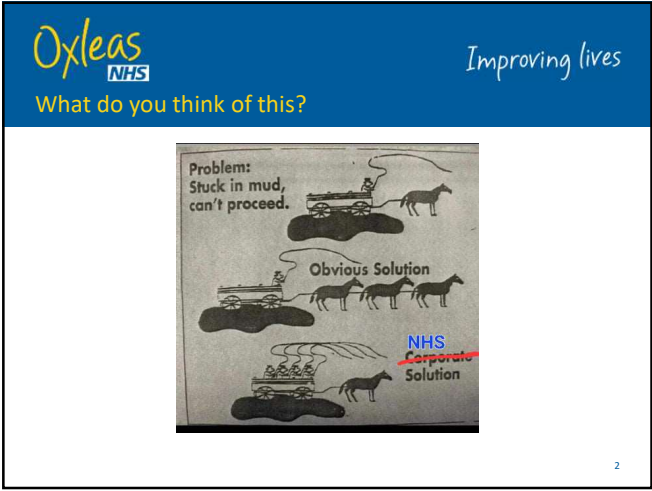
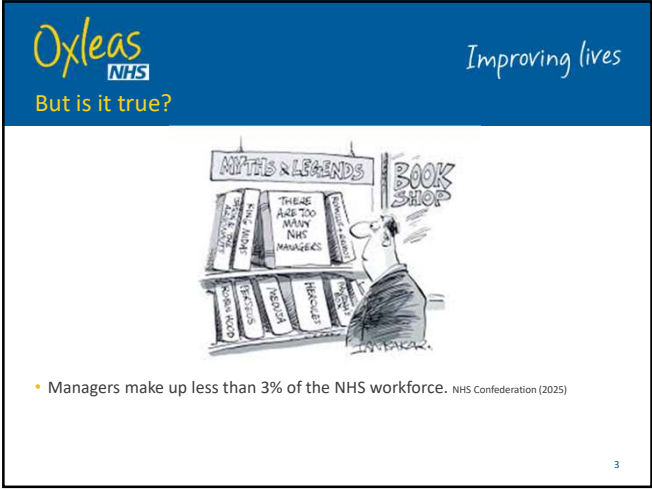




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In groups

1. What is a leader?

2. What is a manager?



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Dictionary definitions

• Leader – “the capacity to influence people by means of personal attributes and/or behaviours to achieve a common goal.”

CIPD 2025

• Manager – “a person responsible for controlling or administering an organisation or group of staff.”

Oxford Languages 2025

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Manager v Leader

• Manager

• Sets direction

• Allocates resources

• Monitors results

• Manages staff

• Promotes order and consistency

• In position of authority

• Leader

• Creates vision

• Creates an environment for success

• Focuses on results through problem solving

• Develops people

• Strives for improvement and change

• May or may not be in position of authority

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In groups.

- 1. What makes a good leader?
- 2. What makes a good manager?

I DON'T THINK YOU SHOULD HAVE TO DO SOMETHING UNLESS YOU'RE ENTHUSIASTIC ABOUT IT.



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Leaders or managers?

- Look at the following pictures.
- Are these individuals leaders or managers? Explain your decision.



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Captain Raymond Holt



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Jane Wells

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Pep Guardiola

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Malala Yousafzai

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Nelson Mandela




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Monty Burns



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Donald J Trump



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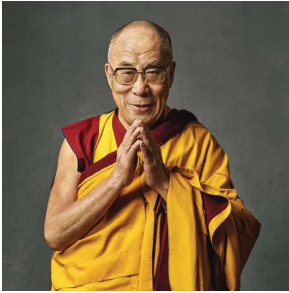
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Dalai Lama

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Michelle Obama

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Kemi Badenoch and Keir Starmer



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Please do not approach these individuals.

- Leaders, managers, neither?



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What about you?

- Are you a leader at work?
- In pairs explain why you are or aren't a leader at work.
- How can all nurses show leadership at work?



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Career pathways.

- Who inspires you at work? Are they senior to you?
- Do you have to become a manager to progress in nursing? (Are all senior nurses managers?).



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Videos

- Scenario 1 – [Transactional Leadership - YouTube](#)
- Debrief on Transactional leadership
- Scenario 2 – [Remember the Titans - Transformational Leadership scene - YouTube](#)
- Debrief on Transformational leadership.
- Scenario 3 – [Michael West: Compassionate and inclusive leadership - YouTube](#)
- Debrief on Compassionate leadership

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Transactional Leadership

- Sets goals + expectations (results driven).
- Linked to increase productivity.
- Clarifies responsibilities.
- Short term or task focused – rewards for meeting expectations.
- Can be opposed to change.
- Focus on supervision.
- Common in healthcare. Why?



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Transformational Leadership

- The four 'I's
- **Idealised influence** –role model, walks the talk, someone to emulate, charisma
- **Inspirational motivation**- inspires and motivates through having a compelling vision
- **Intellectual stimulation**- encourage innovation, creative and open to new ideas, challenge status quo, critical thinking and problem solving.
- **Individualised consideration** – personalized support and mentorship to each team member. recognise and value needs of individual members

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Compassionate Leadership

Attending

Notice suffering at work
Ask people about their suffering

Understanding

Be curious
Withhold blame, focus on
"What's the learning here?"

Empathising

Be aware of continually
changing conditions in
yourself and others
Develop empathic
listening and tune in to
feelings of concern

Helping

Direct your efforts
towards what is most
helpful in alleviating
others' suffering
Create flexible time to
enable others to cope
with suffering

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Keep learning; keep improving.

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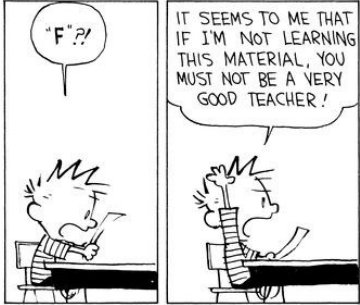
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Any questions?

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