Leadership and Team Work for Preceptorship

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Aim and Objectives

- **Aim:** to provide an overview of the context, definitions, style and application of contemporary NHS leadership and teamwork
- **Objectives:** by the end of the session:
- Evaluate the contextual influences
- Critically analyse the leadership styles , abilities, skills, behaviour, relationships and influence.
- Discuss the importance of teamwork and the challenges involved

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Leadership qualities

- What qualities does a good leader possess?
- What are the challenges facing NHS Leaders?
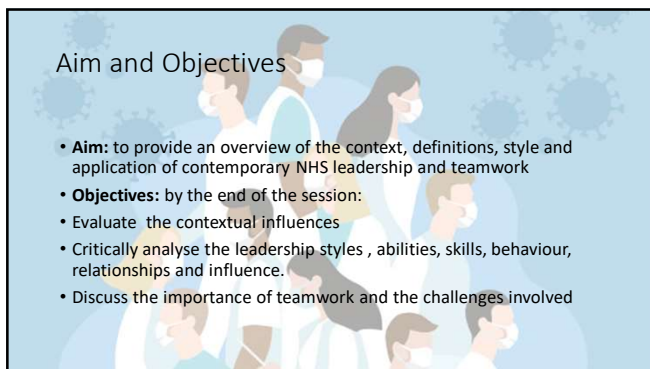- Mentimeter slides 1and 2
- Go to www.menti.com
- Use code 1672 0554

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The context of leadership

- Political context
- Changing healthcare environment
- Organisational expectations and changes to local and national policy.
- Changing roles –more specialist, autonomous, accountable and focused on outcome
- Patients /service users have greater expectations of higher standards,
- *Give examples in practice*
- https://www.kingsfund.org.uk/sites/default/files/field/field_publication_file/leadership-leadership-development-health-care-feb-2015.pdf

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Leadership in NHS

- Being a leader
- All of us at some point will be asked to exercise leadership
- People want effective leaders
- Leadership is exciting but carries with it many responsibilities
- Leadership is complex and multi-dimensional
- How you think about leadership will influence the way you practice leadership
- https://www.kingsfund.org.uk/sites/default/files/field/field_publication_file/leadership-leadership-development-health-care-feb-2015.pdf

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Qualities of a leader

- High energy level and stress tolerance
- Self-confidence
- Internal locus of control
- Emotional maturity
- Personal integrity
- Socialised power motivation
- Achievement orientated
- Low needs for affiliation
- https://www.kingsfund.org.uk/sites/default/files/field/field_publication_file/leadership-leadership-development-health-care-feb-2015.pdf

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Leadership Competencies

- Technical Competence
- Conceptual skills
- Interpersonal skills
- https://www.kingsfund.org.uk/sites/default/files/field/field_publication_file/leadership-leadership-development-health-care-feb-2015.pdf

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Leadership Skills

- What leadership Skills do you posses?
- Mentimeter slide 3
- Go to www.menti.com
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The NHS Leadership Framework

Leadership framework overview diagram

Demonstrating Personal Qualities

Creating the Vision

Setting Direction

Working with others

Delivering the Strategy

Delivering the Service

Improving Services

Managing Services

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Healthcare Leadership Model

- Leadership which emphasises care for staff and high quality support services
- Satisfied, loyal, productive and engaged employees
- High quality and compassionate care
- Valued care services and patient satisfaction
- Successful healthcare organisations and a highly regarded service
- http://www.leadershipacademy.nhs.uk/resources/healthcare-leadership-model/

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NHS Leadership Self-Assessment Tool

- Complete the Assessment tool provided
- Discuss as a group

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Teamwork Roles

Thinking Roles	Action Roles	People Roles
Plant	Shaper	Coordinator
Monitor Evaluator	Implementer	Team Worker
Specialist	Completer Finisher	Resource Investigator

BELBIN TEAM ROLES

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Teamwork: Roles

- What Kind of team player am I?
- http://www.belbin.com/about/belbin-team-roles/
- Look at the handout provided, which of these role(s) do you fulfil in your team?
- Mentimeter slide 4: chose the 2 roles which describe you
- Go to www.menti.com
- Use code 1672 0554

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Teamwork; Assertiveness

- Being assertive means being able to stand up for your own or other people's rights in a calm and positive way, without being either aggressive, or passively accepting 'wrong'.
- Assertive individuals are able to get their point across without upsetting others, or becoming upset themselves. https://www.skillsyouneed.com/ps/assertiveness.html

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Teamwork: Assertiveness

Scenario: *A colleague asks you to present one of their clients at a case conference as they need to leave work early. They have only given you 2 hours notice. You feel unprepared and you are concerned that this will result in the client/patient's needs not being accurately presented. You have previously covered work for this colleague at short notice and feel resentful that they have asked you again*

Give examples of how you would address this with your colleague using as assertive response?

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Teamwork: Conflict resolution

- Conflict is inevitable in challenging healthcare environments
- https://www.nursingtimes.net/do-you-have-the-skills-to-manage-team-conflict/5052242.article
- *What causes conflict in the workplace?*
- Mentimeter slide 5
- Go to www.menti.com
- Use code 1672 0554

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Teamwork: Accountability and Delegation

- Can you define accountability and delegation?
- What factors must you consider when delegating work to junior colleagues?
- https://www.rcn.org.uk/professional-development/accountability-and-delegation
- Go to www.menti.com
- Use code 1672 0554
- Mentimeter slide 6

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