

Leading Through Change – Nurse Leaders

Leading through Change provides nurse leaders with tools to take back to their hospital and implement to the benefit of fellow nurses, health workers, patients and key stakeholders. On this training course for leading nurses, delegates will be left with a foundation upon which they can build a leadership framework that can be rolled out more extensively moving forward.

Maintaining high standards of service for patients can only be achieved and delivered effectively if there is the required leadership at all layers of an organisation. “Buy-in” must be achieved at all levels, from chief executives to clinicians and all Allied Health Professionals, and all the way through to the patient.

Understanding your organisation is essential if you are going to work cooperatively and collaboratively, both within and between your organisations, to the benefit of those you serve.

Overview

Following the publication of the Mid Staffordshire NHS Foundation Trust Public Inquiry by Sir Robert Francis QC in February, the Secretary of State for Health, Rt. Hon. Jeremy Hunt MP, delivered the formal response of the Government on March 26th.

The final Francis report made a total of 290 recommendations, and highlighted the need for improvements in a number of key areas including: transparency; accurate service information; compassionate nursing; no-tolerance with failure to meet standards; and a care-focused culture within the NHS. A culture of “zero harm and compassionate care” within the NHS is needed in order to prevent problems arising in the first place. This culture should have patient needs at its heart, no matter what.

Against a backdrop of unprecedented reform and an increasingly tough economic environment, most of the NHS face pressure to deliver an exceptional level of service to a patient population that has ever-increasing levels of expectations and requirements.

While many within the NHS understand and deliver the basic necessities of traditional patient service practices, there are times when they have to deal with more challenging patient situations and behaviours.

The NHS faces many challenges in transforming its culture as a result of the Francis Inquiry; challenges made even more difficult as a result of financial constraints.

In short, nurse leaders need to be able to unlock potential, transform culture and improve results across their organisation and workforce in order to deliver the aspirations of the Francis Inquiry.

Leading through Change Workshops with The Pacific Institute - Nurse Leaders, will give you the confidence to try new and creative approaches, deal with complex leadership situations, and provide effective outcomes.

Delegates and Agenda

This Leading through Change Workshop is designed for nurse leaders.

Session 1: Organisational Culture

The Organisational Culture Session will focus on the need for a constructive organisational culture and what factors or behaviours hinder this development. Culture is to organisations what personality is to people. Not necessarily visible in the organisation or individual, culture nevertheless has a tremendous impact, both on those concerned and on the results they produce. Using a researched and benchmarked Culture measurement tool, participants will be able to access an easily understandable and measurable picture of how stakeholders view the current culture and how they would like the culture to be.

Session 2: High Impact leadership

The High Impact leadership session will focus on:

- Understanding how leaders shape the performance of others in their organisation and the impact they have on culture.
- Leaders becoming more self-aware and therefore accepting why and where development is needed.
- The leader's thought patterns, their impact on their team and identifying new strategies to address these.
- Participants will use a measurement tool to assess their own behaviours and characteristics as these have an impact on their own leadership styles

Session 3: Team Effectiveness

The Team Effectiveness session focuses on getting individuals, teams and the organisation aligned around a clear and inspiring purpose and vision. The main points to be covered include:

- Being clear and committed on how people want to work together, including the collective leadership impact measures and the desired behaviours necessary to contribute to a constructive organisational culture.
- Gaining a deeper understanding of the team's purpose, including what uniquely makes them a partner of choice.
- Clarifying who their stakeholders are and exploring their needs with them.
- Developing an inspiring and engaging definition of success for the team.
- Taking accountability at the relevant organisational levels for achieving the desired outcomes.

- As a group participants will engage in a team problem-solving exercise and subsequent diagnostic that offers insights into how a group functions

Learning Outcomes

Those who attend this day will return to their workplace with the basic tools that will allow them to:

- Harness the leadership potential and talent you have across your organisation
- Build shared responsibility within a hospital
- Demonstrate appropriate behaviour across all levels of an organisation
- Develop and empower the leadership capacity of colleagues
- Seek to contribute to the leadership process
- Draw upon their values, strengths and abilities to deliver high standards of service

Effective leadership does not happen by chance, it needs to be nurtured.

This 1-day course is aimed at all nursing professionals who want to develop the knowledge, skills and qualities to be an effective leader, and will enable you to:

- Transform service outcomes at a local level
- Understand your organisation and become an effective leader
- Explore the challenges and opportunities to influence behaviour which impacts on key outcomes

Leading Through Change - Nurse Leaders, in association with The Pacific Institute is run on a single day with the opportunity to receive additional training.

If you are interested in learning more about this Nurse Leaders programme, or other courses available, please contact us on 0845 431 0433 or cpd@salford.ac.uk