

## Senior Leadership Development Programme Leading Self Evaluation Report 28 February – 2 March 2018

### Introduction

Staff College ran the second Senior Leadership Development Programme, Leading Self module in February 2018 for 7 candidates. Candidates were a mixed group of Clinical Directors, Consultant, Surgeons, Service Managers, Project Managers and Strategic Commissioners.

Members were asked to complete a pre-course evaluation form on the first morning of the course asking about their confidence levels against the courses' learning objectives. At the end of the course, members were asked to complete a post-course evaluation form, asking the same questions about their current confidence levels against these course learning outcomes.

How confident do you consider your abilities to:	Pre-course					Post-course				
	Very confident	Confident	Uncertain	Not confident	Not confident at all	Very confident	Confident	Uncertain	Not confident	Not confident at all
Understand your personal leadership context and challenges within the healthcare system?		20%	80%			33%	67%			
Be aware of personal values, principles and assumptions?		80%	20%			33%	67%			
Notice how you manage your behaviour in group situations?			100%			33%	67%			
Understand how personal traits can influence performance of self and team?		40%	60%			67%	33%			
Use reflective practice?		20%	60%	20%		67%	33%			

### Overall ratings for the programme

Of those that attended the programme 83.3% rated the programme as excellent, with 16.7% rating it as good.

83.3% of members rated the facilitation of the programme as excellent, with 16.7% rating it as good.

We asked members why they rated it in this way. Some of their responses are below:

- *The balance between theory and applying theory was perfect way to engage and develop the group. Reflection with the video is ideal.*
- *Engaging, interactive, relevant. Great delivery.*
- *The right balance of theory and practice to ensure learning. A real laugh – lots of humour.*
- *Experiential format with videoing and reflection. Group work.*
- *It was well thought out and truly puts you in different situations and how you reacted to it as well as giving you time to reflect on your reaction and understand the reason for your reactions.*

#### Would members recommend the course to others?

Of those that attended the programme 100% said they would definitely recommend the programme to others.

We asked members why they rated it in this way. Some of their responses are below:

- *Good interactive, enjoyable and lots of reflective learning.*
- *It gives you foresight into your personality and characteristics and understand how or why you react and how to overcome the certain situations. Loved Cath's relaxation exercise and presentation and the whole course and how well it was put together.*
- *Will develop leadership skills by learning about yourself and learning from others.*
- *Best leadership course I've been on.*

#### Personal Evaluation - Goals

When members applied to attend the course we asked them to consider some personal, organisational and clinical goals that they hoped to achieve through their attendance on the course.

We asked them to consider whether they felt they had achieved these goals through the attendance on the course, or whether they felt they had made progress towards them.

#### Personal Goals

83.3% of members felt they had achieved their personal goals or made progress towards them during the course. The remaining 16.7% didn't provide a response to this question.

We asked them how the course had helped them to achieve this. Some of their responses follow:

- *I am able to fully articulate self with feedback. I have reflective practice with colleagues. I have been able to change my practice with the other course I attended.*
- *I have achieved this partly: I feel I am still unsure/low in confidence to chair/summarise senior level meetings – but this will be achieved through experience.*
- *Yes, reflect on practice and awareness of self.*

## Organisational Goals

66.7% of members felt they had achieved their organisational goals or made progress towards them during the course. 33.3% didn't provide a response to this question.

We asked them how the course had helped them to achieve this. Some of their responses follow:

- *Increased awareness how I can manage myself to deliver required outcomes.*
- *Improve skills in managing self in different situations.*
- *Has helped to develop those with leadership responsibility.*
- *I am ready to put what I have learnt into practice immediately.*

## Clinical Goals

66.7% of members felt they had achieved their organisational goals or made progress towards them during the course. 33.3% didn't provide a response.

We asked them how the course had helped them to achieve this. Some of their responses follow:

- *A clear focus on team work.*
- *Importance of engaging with all members and including.*
- *Increased self-awareness of triggers and how to HALT response to triggers.*
- *Work with and manage/facilities and resources on ground.*

## Final comments

We asked members if they wanted to share any other comments. A selection of their responses is below:

- *Thoroughly enjoyed and great 3 days.*
- *Brilliant programme, really pleased to have been part of it.*
- *Fantastic group and facilitators.*

## Post course notes

Following the course we received some notes from the members and a selection of these are below:

*Many Thanks Charlie,*

*For all the efforts you John and Cath have put in to make it a very meaningful course to all.*

*Kind Regards to all.*

Plastic Surgeon, Acute Hospital Trust

*Thank you for such a great few days. I would be really keen to attend the other courses but will need to establish myself at my new trust first, hope to be in contact soon.*

General Manager, Acute Hospital Trust