

## Senior Leadership Development Programme: Leading Self, Leading Others and Leading Systems Evaluation Report 2018

### Introduction

Staff College ran our Senior Leadership Development Programme twice in 2018. Our programme consists of 3 modules: Leading Self, Leading Others, and Leading Systems.

	Total number of members attended	Total number of pre-course evaluations completed	Total number of post course evaluations completed
Leading Self: Feb 2018	7	5	6
Leading Others: Apr 2018	5	5	5
Leading Systems: July 2018	Cancelled	-	-
Leading Self: Oct 2018	14	12	14
Leading Others: Nov 2018	11	11	10
Leading Systems: Dec 2018	11	11	11

A total of 48 people attended. Candidates job roles included Directors, Consultants, Clinical Leads, Senior Nurses, Divisional and Senior Managers, and some Senior Clinical Specialists.

Members were asked to complete a pre-course evaluation form on the first morning of their courses. This asks them about their confidence levels against our courses learning objectives. They were asked to again complete an evaluation form, asking the same questions, at the end of their course. This allows us to evaluate their confidence levels and impact of attending our modules:

How confident do you consider your abilities to achieve the module objectives:	Pre-course					Post-course					
	Very confident	Confident	Uncertain	Not confident	Not confident at all	Very confident	Confident	Uncertain	Not confident	Not confident at all	Not answered
Leading Self: Feb 18		32%	64%	4%		47%	53%				
Leading Others: Apr 18	2%	60%	29%	4%		46%	54%				
Leading Self: Oct 18		58%	36%	6%		43%	57%				
Leading Others: Nov 18	3%	58%	36%	2%		52%	48%				
Leading Systems: Dec 18		36%	45%	14%		30%	68%				2%

### Overall ratings for the programme

- Of those that completed their post course evaluation during 2018, 93.5% rated the programme as excellent or good. 2% rating it as satisfactory. 4.5% of people did not answer this question.
- 100% of members rated the facilitation of the programme as excellent or good.

### Would members recommend the course to others?

96% said they would definitely recommend the programme to others. 4% saying they would probably recommend the programme to others.

### Personal Evaluation - Goals

When applying to attend our courses we ask members to consider some personal, organisational and clinical goals that they hope to achieve through their attendance.

When asked whether they felt they had achieved these goals or whether they felt they had made progress towards them:

- 67% of members felt they had achieved their **personal goals** or made progress towards them during the course. 2% said this was not applicable and 22 % didn't provide a response to this question.
- 67% of members felt they had achieved their **organisational goals** or made progress towards them during the course. 4% said this was not applicable and 26% didn't provide a response to this question.
- 54% of members felt they had achieved their **clinical goals** or made progress towards them during the course. 15% said this was not applicable and the remaining 30% didn't provide a response.

### Specific comments

We asked members for their specific comments how the course helped them to achieve their goals. A selection of their responses is below:

- *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.*
- *Best leadership course I've been on.*
- *Challenges and develops the kind of collaborative leadership the NHS needs.*
- *Helps in developing an insight on yourself and your workplace.*
- *I want every leader to go through the course as I'm sure it would make the NHS a better place. I also want to be able to put into practice what I've learnt.*
- *I have not felt as invigorated or as challenged in a long time. I feel I have been shown important aspects of myself and given tools to improve.*
- *A life changing experience, many useful, and relevant applicable models to leadership.*
- *It is a course that can benefit anybody as the self-immersion in practice promotes personal responses and challenge.*
- *Beautifully crafted to allow us to explore our leadership skills – the right balance of exposure/complexity with quality feedback.*

- *These three days have been the best developmental days of my career! I've learnt so much about myself and should benefit from this within the NHS leadership structure!*
- *Better than any other leadership development offering I have experienced.*
- *Space and challenge to understand development requirements un-afforded for in the working environment.*
- *Excellent mix of theory to real world. And head space to apply thinking to own situation while learning from others from different backgrounds.*
- *If you are a leader who is engaged in challenging yourself and improving and understanding systems, you should definitely attend this course.*