

Senior Leadership Development Programme: Leading Self and Leading Others Evaluation Report Spring 2018

Introduction

Staff College ran two modules from their Senior Leadership Development Programme in spring 2018.

A total of 12 people attended. Candidates were a mixed group of Consultants, 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
Leading Self		32%	64%	4%		47%	53%			
Leading Others		58%	36%	6%		43%	57%			

Overall ratings for the programme

- Of those that completed the evaluation, 82% rated the programme as excellent, with 18% rating it as good.
- 91% of members rated the facilitation of the programme as excellent, with 9% rating it as good.

Would members recommend the course to others?

100% said they would definitely 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:

- 82% of members felt they had achieved their **personal goals** or made progress towards them during the course. 9% said that they had made part progress towards their goals. The remaining 9% didn't provide a response to this question.
- 82% of members felt they had achieved their **organisational goals** or made progress towards them during the course. 18% didn't provide a response to this question and 2% felt it was too early to tell.
- 73% of members felt they had achieved their **clinical goals** or made progress towards them during the course. 9% said this was not applicable and the remaining 18% 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.