Virtual Leadership Development Programmes

The Staff College — Leadership in Healthcare

Staff College promotes great leadership for the public good focussing on developing very senior leaders and high potential emerging leaders by raising their awareness of self, others and the wider system.

We enable leaders to become aware of **'the difference that makes a difference'** through a provocative and experiential approach and encourage them to do something about it.

Our approach for virtual programmes

We have adapted our provocative experiential approach to leadership development for virtual sessions. Staying true to the principles and approaches we know are effective for the development of leaders.

We limit our virtual sessions to a maximum of a half-day. Incorporating regular hourly breaks to ensure members can move, have time away from the screen and a chance to collect their thoughts.

Using the platform Zoom, our virtual offerings encompass:

- Short lectures to introduce key leadership concepts.
- Team exercises where members work together on assigned tasks in a virtual space to further their understanding of key concepts and leadership challenges.
- Virtual process reviews after team exercises to enable members to reflect on how they've worked together, give and receive feedback on their individual contributions and become more aware of their assumptions and patterns of behaviour whilst working virtually.
- Peer learning reviews with members working in pairs to consider areas for their continuing personal development and provide individual feedback.

Our modules

We are currently offering the following as virtual modules:
- Leading Teams in a Virtual World
- Leading Change
- Developing Resilient Teams
- Leading Better Meetings
- Working with Complex Problems
- Working with Resistance
- Giving and Receiving Feedback

Please find more detail about each of the modules on the other side of this flier.

We regularly develop new and bespoke programmes to meet the specific needs of organisations. If you have identified a further area of difficulty, let us know and we will see if we can help.

Leading Teams in a Virtual World

An awareness of the requirement to satisfy the competing needs of the task, team and individual.

Greater understanding of the difficulties posed when teams are working remotely and the increased importance of compassionate leadership.

Practical experience of engaging in online meetings and conducting effective online meetings.

Leading Change

Understand how to articulate the need for change and the difference between transformation, innovation, and improvement.

Greater confidence engaging with others, working with resistance.

Developing Resilient Teams

Understand the role leaders have in developing the resilience of individual members and the overall team.

Understand how individuals can develop their personal resilience and response to stress.

Greater confidence recognising teams under stress and taking meaningful steps to develop a

Leading Better Meetings

Understand how to make meetings more purposeful and effective.

Greater confidence leading virtual and face-to-face meetings.

Working with Complex Problems

Understand the difference between simple, complicated, and complex problems, and the different approaches required for working with them.

Greater confidence working with others on complex problems to improve the provision of care for patients.

Working with Resistance

Greater awareness of the importance of engagement.

Understand the different forms of resistance and effective methods for working with resistors.

Giving and Receiving Feedback

Greater confidence giving meaningful feedback to peers and subordinates.

Greater awareness of the barriers faced by senior leaders to receiving feedback.