

Senior Leadership Development Programme Leading Others Evaluation Report 13 – 15 October 2021

Introduction

Staff College ran their sixth Senior Leadership Development Programme, Leading Others module in October 2021 for 14 candidates. Candidates were a mixed group of Directors, consultants, senior managers, a GP, a physiologist and a pharmacist.

Members were asked to complete a pre-course online evaluation questionnaire prior to commencing 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 online 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?		23%	69%	8%			91%	9%		
Understand the roles of self, leader, deputies and followers?		38%	46%	15%		36%	55%	9%		
Understand how personal traits impact or fail to impact on the performance of self and team?		54%	31%	15%		36%	64%			
Notice the nature of key intra-team relationships?		31%	62%	8%		18%	73%	9%		
Understand the dynamic demands of task, team and individual priorities?		23%	54%	23%		9%	91%			
Understand how to use reflective practice?		63%	38%			27%	73%			
Understand your personal leadership strategy?		15%	69%	15%		18%	73%	9%		

Overall ratings for the programme

Of those that attended the programme 55% rated the programme as excellent, and 45% rated it as good.

64% of members rated the facilitation of the programme as excellent. The remaining 36% rated the programme facilitation as good.

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

- *Well run, lots of valuable concepts.*
- *Always engaging. The balance between presentations group work, reflection spot on. Could feel progress. Experience/ learning remain forever.*
- *Felt more confident within myself as a leader.*
- *The course was very well organised and delivered.*
- *Stimulating interaction leading to deep insights.*
- *It's a lot of work over the 3 days it's good but tiring.*
- *I don't know how to tackle the issues I have.*
- *The programme has been an insightful, powerful, exhausting three days. The syndicate group gelled and shared from the start. David was a superb course and syndicate lead.*
- *Really analyses and tackles the challenges of great leadership with constructive theoretical and practical advice and reflection.*

Would members recommend the course to others?

Of those that attended the programme 91% said they would definitely recommend the course to others. The remaining 9% said they would probably recommend the course to others.

We asked members why they would recommend the course, some of their responses are below:

- *It has given me a new insight into leadership. The team have been excellent and supportive.*
- *Valuable learning*
- *Essential skills for leaders that I work with*
- *Great course to learn leadership skills*
- *Very informative and challenging*
- *The interactive supportive learning style is very good indeed*
- *Content and delivery really valuable*
- *To gain some insight into them as an individual*
- *Powerful and practical tools, techniques and strategies to apply when back at work*
- *It has certainly helped me.*

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

100% of members felt they had achieved their personal goals or made progress towards them during the course.

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

- *Yes, I have better understanding of the dynamics of a team*
- *Yes, more effective in understanding team dynamics, purpose, leaders/followers, deputies*
- *Yes, I feel I can ask more questions now to understand the purpose of a meeting or conflict*
- *Absolutely*
- *Yes, feel more confident*
- *Made significant progress towards them. Need to carve out the time and headspace to continue to reflect and apply what I have learnt on a regular and ongoing basis.*
- *Understanding what great leadership means. Challenging my own leadership assumptions. Giving me practical ways to improve my own leadership style with understanding of my own attributes and personality. Having useful tools to develop a reflective practice.*

Organisational Goals

64% of members felt they had achieved their organisational goals or made progress towards them during the course.

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

- *The programme taught me to focus on dialogue and understanding before moving to the solution*
- *Feeling more confident as a leader*
- *Contextualised my learning with practical experience*
- *Allowed me to have greater confidence in leading my team, defining goals and finding common purpose*
- *By supporting my development to be a better leader*

Clinical Goals

45% of members felt they had achieved their clinical goals or made progress towards them during the course.

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

- *I will incorporate these teachings in clinical meetings*
- *By building my confidence in stepping up*
- *Giving me guidance, suggestions, structure and feedback for self-improvement*
- *I now have a plan to tackle a major problem that has been an issue for some time*

Final comments

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

- *Excellent experience*
- *Very informative course*
- *Thank you for a very enjoyable course and I thoroughly enjoyed working with my group*
- *Thanks Staff College- great stuff!*
- *Well run by Anna and Adrian very engaging*
- *A truly rewarding and powerful experience*