

Member Case Study

About me

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Organisation	Mid and South Essex NHS Foundation Trust
Programme attended and date	Mid and South Essex Senior Staff Development College, January – June 2019

How attending Staff College has impacted on your leadership

I attended Staff College in 2019 at a time when I was leaving a permanent role I had been in for over 10 years to take up a fixed term in a new role as Head of Culture in a merging Trust. It was the same Trust I'd been in but from a very different vantage point.

Staff College assembled their cohorts with ease, and I was with some people I'd never met before and some I knew. The group mix was a blessing; we all bonded very quickly, and team working was high. I'm an extrovert and the style of delivery with facilitation, theory and practical assignments suited me very well. The pace was balanced and measured against individual and team needs.

I had just completed an intense coaching Diploma at Cambridge Uni. Staff College probed my thinking and leadership in a way I hadn't experienced before or since! It was almost surreal at times which sounds grand.

My greatest learning was the sessions on content and process. I thought it sounded simple - and in theory it is - but the practice to really reflect on getting both areas right has been profound and impactful on my leadership development, not least in helping me become more agile during the pandemic. Culture change - a merger - and a pandemic has been tough! The learning helped me focus on not only on process (how) but also on the what. What is the intent here? What is the purpose for me as a leader and those I lead have been integral questions I now ask more often of myself and team.

I am still working on setting clear boundaries for myself and feel I could've have explored more during SC. I am immensely grateful to have worked with the SC faculty and have since promoted it at every opportunity. To get the best out of it I would suggest you need a level of self-awareness and to be prepared to feel uncomfortable at times.

I am in contact with members of my cohort still and this has further supported me in developing relationships across the organisation.

Thank you for reading.