



THE COMPASSIONATE LEADER

Overview

Duration: 6 months

Is this for you? This programme is for those at Leadership Level 4 and above - anyone with service management/clinical leadership responsibility or aspiring to.

Entry requirements: To have completed the Compassionate Manager programme or have demonstrable management and leadership experience.

Delivery model: Online, blend of self-directed learning and virtual classrooms with action learning sets, coaching and mentoring.

Cohort start date: 13th June 2022

Structure

The workshops will be based around Professor Michael West's four pillars of compassionate leadership and the QSIR Virtual Programme. The dates for the 7 core workshops are below. In addition there will be 8 QSIR cafes and 4 Action Learning Sets to attend. Coaching and mentoring will be available throughout the programme. Any self-directed learning/additional development should take no longer than 2-4 hours per week.

Workshop	Date
Launch	13/06/2022
Self as a Leader	18/07/2022
Leading compassionate teams	19/09/2022
Effective Leadership - impact and influence	12/10/2022
Creating a compassionate culture	07/11/2022
Being an organisational leader in a complex structure	15/11/2022
Leading into the future	16/01/2023





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Synopsis

This programme supports the development of strategic leadership, with a compassionate leadership approach. Supporting those with leadership experience in developing the skills, confidence and tools to lead in complex environments, often across boundaries.

A blended approach, this will include self-directed learning, reflection tasks, coaching and mentoring. As well as interactive workshops engaging the group in itself becoming a learning culture – exploring personal approaches to leadership, mindsets and service improvement. An opportunity to reflect on your own biases and blind spots, as well as the impact you have on culture and in driving forward improvement in performance, culture and innovation within the organisation and our health and social care system. This programme will help enrich your understanding of your personal development needs, with plans to support your development both on the programme and beyond.

Self directed learning will include: recommended reading, service improvement project, case studies and reading around the taught programme. Alongside this, there will be coaching and mentoring and also opportunities to network and learn with peer groups.

Learning Outcomes

1. To improve their personal impact, embedding and driving forward a compassionate, innovative and learning culture
2. To increase knowledge and capability around leadership strategies, driving improvement and maximizing team and service performance
3. To increase skills and confidence leading in a complex environment, building political astuteness, working across boundaries, and leading into the future in a compassionate and inclusive way
4. To challenge own leadership approach and build a plan around personal development beyond the programme

PROGRAMME AT A GLANCE

 Programme launch	 Self as leader	 Leading compassionate teams	 Effective leadership: impact and influence	 Creating a compassionate culture	 Being an organisational leader in a complex system	 Leading into the future
<ul style="list-style-type: none"> • Programme overview • Expectation setting • Meet your action learning set • Your 360 leadership profile 	<ul style="list-style-type: none"> • Signature presence • Your EQ and leadership styles • Personal strengths and resilience • Personal values • Self compassion 	<ul style="list-style-type: none"> • High performing teams • Psychological safety • Trust • Team values • Equality, diversity and inclusion • Managing conflict 	<ul style="list-style-type: none"> • Restorative and Just cultures • Change and adaptability • Coaching approach • Personal influence • Encouraging innovation • Motivation 	<ul style="list-style-type: none"> • Equality, diversity and inclusion • The power of the collective • Collaboration • Communication • Bringing the vision to life • How to deal with wicked problems 	<ul style="list-style-type: none"> • Managing complexity • Power and politics • Stakeholders • Working beyond boundaries • Developing the strategy 	<ul style="list-style-type: none"> • Your leadership self • Aligning work plans with operational plans • Sustainability and improvement • Next steps for development

During this time you will also complete the QSIR Virtual programme



THE LEADERSHIP LEVELS

