

# Leadership

LESSONS LEARNT FROM UK GP TRAINEE PROGRAMMES

# Movers

- ▶ The Lancet Commission report in 2010 called for a new breed of collaborative health leader who can work across health professions in community, hospital, and primary care settings. Collaborative leaders must lead change in the face of uncertainty and ambiguity, and must strengthen and build relationships to navigate complex systems.
- ▶ Patient safety and quality improvement

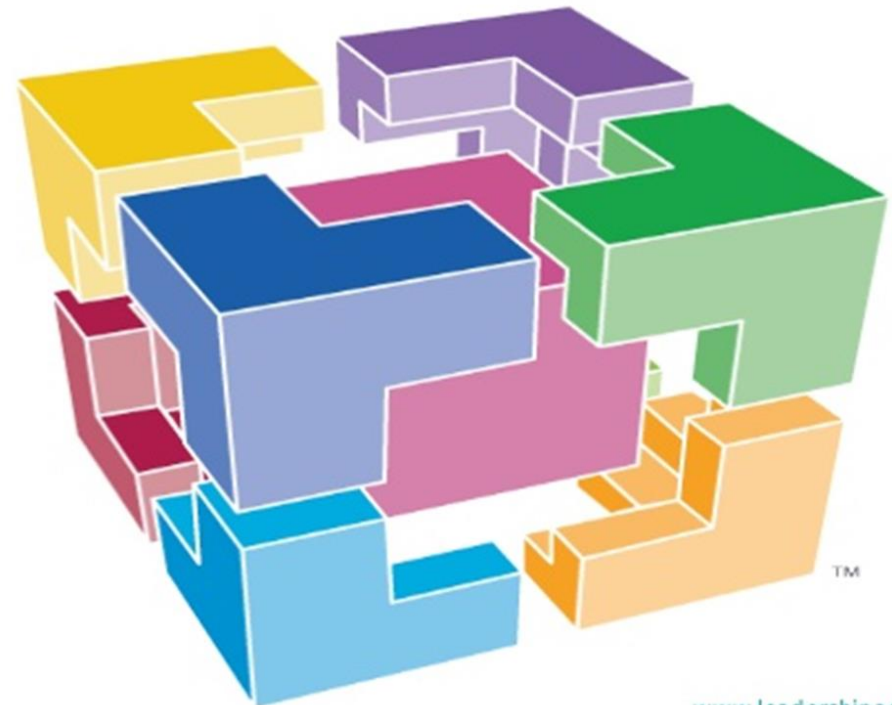
# Collaborative leadership

- ▶ Motivating people
- ▶ Encouraging participation
- ▶ Welcoming questions
- ▶ Setting challenges
- ▶ Encourage the sharing of ideas
- ▶ Learning positively from mistakes

# Healthcare Leadership Model

1. Inspiring shared purpose
2. Leading with care
3. Evaluating information
4. Connecting our service
5. Sharing the vision
6. Engaging the team
7. Holding to account
8. Developing capability
9. Influencing for results

Healthcare Leadership Model – 9 dimensions



# Coaching style of management

- ▶ Importance of personal qualities
- ▶ Develop high-performance trust-based relationships
- ▶ Facilitate team cohesion and productivity
- ▶ Deliver quality improvements
- ▶ Develop capability in others

# Resources

- ▶ Leadership plain and simple (FED) – Steve Radcliffe
- ▶ NHS Leadership framework
- ▶ Lean management
- ▶ Online courses – group – residential – global partners
- ▶ Courses (2 – 5 days)

# Tasks

- ▶ QI Project
- ▶ Mentor
- ▶ Pair with manager

# Assessment

- ▶ Multi-source feedback
- ▶ Case-based discussion
- ▶ Audit