What do we mean by Leadership?

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Learning Objectives

- To discuss what is meant by leadership

- To be aware of the GMC's Generic Professional Capabilities for Leadership

- To be able to describe why leadership is important in healthcare and medical training

- To think about your impact as a leader on your trainees and your learning environment

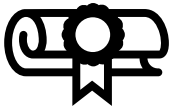# What does Leadership mean to you?

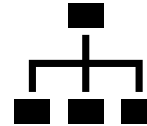# Why is leadership important?
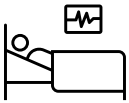
It's impact on patient care
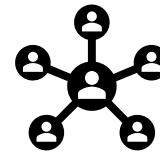
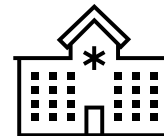Clinical Leaders drive change

It's required for our trainees to progress

Doctors have to supervise each other and colleagues

Doctors are now expected to be leaders

GPs are expected to lead community service provision

Translating GPC's into practice

NHS

Health Education England

Doctors in training must demonstrate that they can lead and work effectively in teams by:

- Demonstrating an understanding of why leadership and team working is *important* in their role as a clinician

- Showing awareness of their leadership responsibilities as a clinician and why effective clinical leadership is central to *safe and effective care*

- Demonstrating an understanding of a *range* of leadership principles, approaches and techniques and applying them in practice

- Demonstrating appropriate leadership behaviour and an ability to *adapt* their leadership behaviour to *improve engagement and outcomes*

- Appreciating their leadership style and its *impact* on others

- Actively *participating and contributing* to the work and success of a team (appropriate followership)

- Thinking *critically* about decision making, *reflecting* on decision-making processes and *explaining* those decisions to others in an honest and *transparent* way

- Supervising, challenging, influencing, appraising and mentoring colleagues and peers to *enhance performance* and to *support development*

- Critically appraising performance of colleagues, peers and systems and *escalating* concerns

- Promoting and effectively participating in *multidisciplinary and interprofessional team working*

- Appreciating the roles of *all members* of the multidisciplinary team

- Promoting a just, open and transparent *culture*

- Promoting a culture of learning and academic and professional *critical enquiry.*

Video

Breakout Room

What can you do as an educator and leader to create a learning and development environment for your trainee?

- As an educator, you set the scene

- How do they make sure induction is right?

- How do you create a two-way dialogue with trainee? "Open-door policy?"

- How do you create an environment where trainees can raise concerns?

- How do you "flatten the hierarchy..?"

- How do I let me trainee know that I am open to feedback?

does Leadership mean to you?

adding value

flexible

being present

approachable

updated knowledge

being transparent

heterarchial

communication with tam

encourage

letting others shine

supportive environment

empowering others

listening and curiosity

supportive

leader as servant

ensuring potential in all

growing your team

leading by example

inclusion and recognition

valuing your team

respecting your team

creating a shared vision

lead by example

achieve their potential

listening to the ideas

good networking

facilitation not diktat

being innovative

team player

leading from behind

we and not you and i

conditional

inspiring motivating

role models

decisive

inspiring others

influence others

honestly

you going to do differently as a result of today?

more openness

lifelong learner   succession planning   empowering

whatsapp and coffee   share personal stuff   be kind

we're all people   leadership not hierachy

involvement   friendly and approachable

be actively inclusive   good leader good follower

lead on leadership   notice leadership

human contact

model leadership   value of first impression   treating all as humans

empowerment-we all lead   coffee time with trainee

building bridges   be more of a facilitator   role modelling

flatten the heirarachy   encourage team - again

respect   ask for a phonetic way

shared direction   team based values