

CASE STUDY: MAKING THE TRANSITION INTO LEADERSHIP

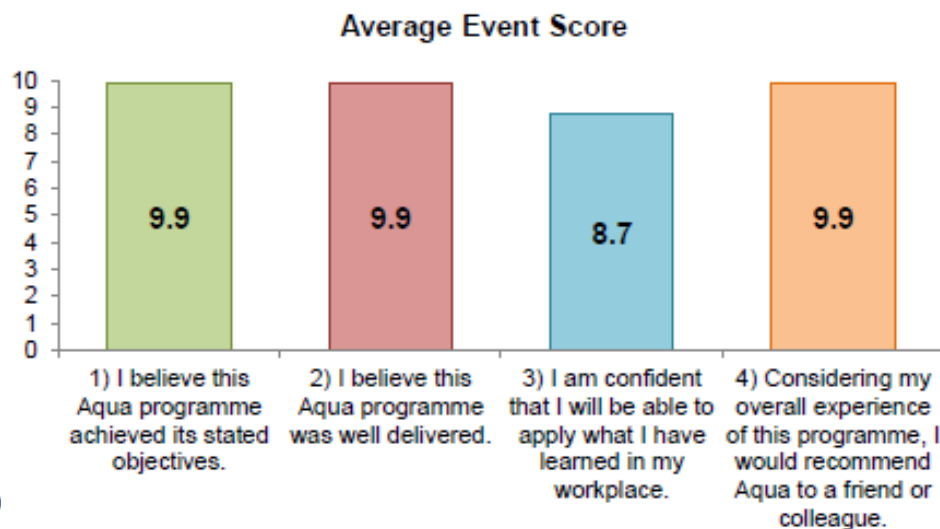
MERSEY AND WEST LANCASHIRE TEACHING HOSPITALS

Context: 7 people from Mersey and West Lancashire Teaching Hospitals have signed up to the organisations Making the Transition into Leadership programme. This programme is aimed at managers across the Trust who wish to further develop their skills and abilities as leaders.

What We Did: Aqua delivered a full day session on the leadership programme in person with the aim of understanding the theory of quality improvement, psychology of change, co-production, influencing styles and mentor vs coaching. The session was fully interactive and ensured the delegates had time to apply learning and reflect.

Impact: At the end of the Aqua session and the wider Mersey and West Lancashire programme the delegates were able to

- Recognise their strengths through using the Habit of an Improver model as well as identify areas they would like to work on
- Understand how they can support people through change and engage them with the work ongoing within their areas
- Understand more about the theory of knowledge using Deming's System of Profound Knowledge and the tools and techniques used within improvement that can support them with their projects
- Knowing where they and their project sits within a wider system
- Take a whole system view of improvement
- Develop improvement approaches for large scale sustainable change



“A valuable session where I was able to reflect and apply the learning throughout and see how I can take this back into my area to lead improvement work and empower my colleagues to undertake and be involved in improvement projects. I would encourage any leaders of the organisation to undertake this programme and also see what other programmes Aqua have to offer that can support them as leaders”.

“The session gave me a lot of new information that I was not aware of before. I wasn't sure how much it could help me but after learning more about improvement and the theory it was clear how this can support me in my job role and area. I plan to continue focusing on my strengths as a leader and work on the areas I am less confident in. I aim to use the course to lead an improvement project and engage my colleagues to support me”.

For further details about this piece of work, or to discuss how we can support you, please get in touch:



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