

CASE STUDY: FOUNDATION LEADERSHIP PROGRAMME

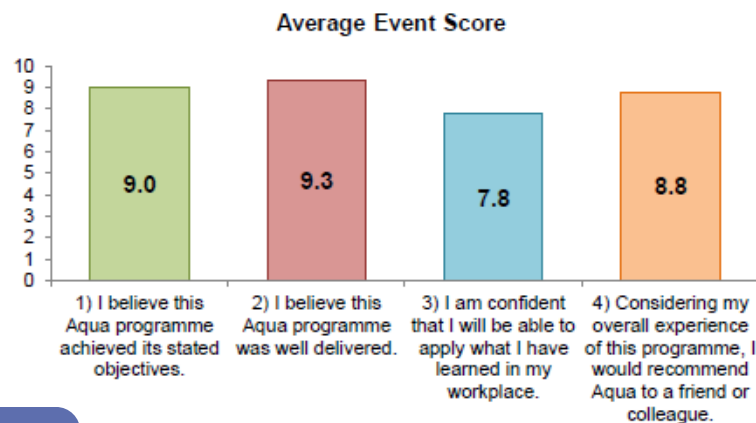
MERSEY AND WEST LANCASHIRE

Context: 16 people from Mersey and West Lancashire hospitals have signed up to the Trust's Foundation Leadership course to enhance their skills as leaders.

What We Did: Aqua deliver a half day session on the leadership programme in-person with the aim of supporting personal development and understanding of leading within improvement. Alongside the delivery the attendees are given the opportunity to apply their learning through interactive activities.

Impact: The full programme that is delivered and organised by Mersey and West Lancashire supports middle managers to become leaders and by the end of the full programme including the session that Aqua delivers delegates were able to:

- Understand the concepts of Leadership for Improvement
- Understand the psychology of change
- Apply their learning of influencing styles to situations that occur
- How to engage people and support people through change
- Understand HR processes including sickness
- Identify strengths in themselves and others and areas which they would like to work on and develop
- Use active listening skills when someone is talking to you and not just listening to respond - applying techniques from Nancy Kline
- Begin to think about how they can lead sustainable improvement in their own areas



"The session was really thought provoking and allowed me to have the time and space to think about the kind of leader I am and what areas I would like to develop further on. There was a variety of tools discussed that will help not only myself but my colleagues too. The session was really interactive and gave us time to apply the learning and reflect, an opportunity we don't get that much. I wasn't aware before the session the programmes we had access to from Aqua "

"I was able to apply all aspects of the session to my role which was helpful and I found a lot of value in it. All the tools and models were delivered in a clear and engaging. The programme made me think of me as a person, what my strengths are and how I can develop further as a leader to support my colleagues and how I can adapt my own skills and styles. I would highly recommend the programme to anyone who is starting out as a leader"

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



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