Leadership Development Resources

Leadership Organisations:

There are many opportunities to develop leadership in health related organisations. Below is a list of organisations which specialise in leadership development in the NHS and healthcare organisations. These organisations offer up-to-date information on the latest thinking on leadership.

- **NHS Leadership Academy:**

  Interesting to keep up—to-date with the national direction of travel for leadership
  http://www.leadershipacademy.nhs.uk

- **NHS North West Leadership Academy:**

  Primarily operates for senior (board/sub-board) leadership development but also acts as a local delivery partner for the NHS Leadership Academy which includes access onto core leadership development programmes
  http://www.nwacademy.nhs.uk/

- **Faculty of Medical Leadership and Management:**

  The FMLM is a membership organisation that promotes leadership development throughout all stages of the medical career
  https://www.fmlm.ac.uk/regional-networks/england-north

- **The Kings Fund:**

  The King's Fund is an independent charity working to improve health and healthcare in England. They have a particular focus and body of expertise in leadership development. The website offers leadership development opportunities and is also a great resource for videos/blogs from experts in the field
  http://www.kingsfund.org.uk/leadership

Healthcare Leadership model:

- **Healthcare Leadership Model:**

  The Healthcare Leadership Model (version 1, October 2013) is the new model of leadership for any employee in the NHS. The model outlines nine behavioural dimensions of leadership. Tools aligned to the model include a self-assessment and 360 feedback tool
  http://www.leadershipacademy.nhs.uk/discover/leadershipmodel/

- **Towards a new model of leadership for the NHS (2013)**

Amy Brockbank, Lead Forward Programme, 2015

http://www.leadershipacademy.nhs.uk/wp-content/uploads/2013/05/Towards-a-New-Model-of-Leadership-2013.pdf

Latest thinking on Leadership

- **TED Talks** (lots of interesting talks on any topic of interest)
http://www.ted.com/talks

- **Collective Leadership for culture change (video – Professor Michael West)**
http://www.kingsfund.org.uk/audio-video/michael-west-collective-leadership-culture-change

- **'How great leaders inspire action' (Simon Sinek)**
http://www.ted.com/speakers/simon_sinek (videos)
https://www.startwithwhy.com/

- **Leadership and Generational Theory (video - Professor Paul Redmond)**
http://www.youtube.com/watch?v=J5K-ZFtQWZg

- **We Create Worldwide (Nick Jankel – free e book)**
http://www.wecreateworldwide.com/

- **What leadership style are you? From the Do Lead Book:**
http://www.doleadbook.com/quiz

- **BBC Documentary on the Dark side of Charisma (Adolf Hitler, 3 part series – interesting look at leadership)**
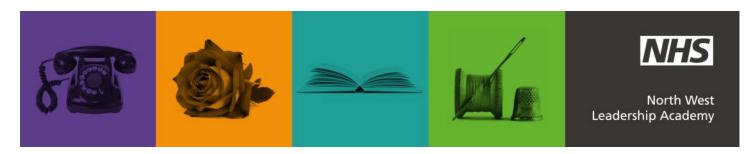http://www.youtube.com/watch?v=_JbsFOkVM8g

Values

- **Barrett Values Centre Personal Values Assessment**
http://www.valuescentre.com/pva/

- **The Harvard Implicit Association test**
https://implicit.harvard.edu/implicit/

Skills

- **Facilitation Skills: Overview on Mindtools**
http://www.mindtools.com/pages/article/RoleofAFacilitator.htm

- **Facilitation Skills: Overview KSL**
http://www.ksl-training.co.uk/free-resources/facilitation-techniques/tips-for-facilitating-groups/#ixzz3k6kKzKLN

- **Facilitation Skills: Energiser Games**

Amy Brockbank, Lead Forward Programme, 2015

http://www.managingforimpact.org/sites/default/files/resource/100_ways_to_energise_groups.pdf

- **Feedback & Difficult Conversation Skills (ACAS Guidance – Challenging Conversations and How to have them)**

  http://www.acas.org.uk/index.aspx?articleid=3799
- **Alec Grimsley – vital conversations**
  http://www.alecgrimsley.co.uk/

- **Political Skills model:**
  http://futureleadership10.files.wordpress.com/2010/02/political-skills-model.pdf

- **Reflection: 10 things all doctors should reflect on (article)**
  http://www.theleadershipbusiness.co.uk/wp-content/uploads/2014/01/10-things-all-doctors-should-reflect-on-Leadership-Skills-Guide1.pdf

- **Influencing Skills: The science of Persuasion (video)**
  http://www.youtube.com/watch?v=cFdCzN7RYbw
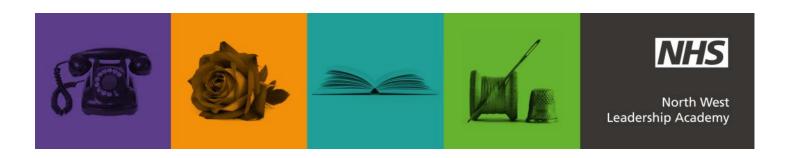
Human Factors

- **Clinical Human Factors Group**
  http://chfg.org/

- **'How to Guide' around Human Factors:**
  http://www.chfg.org/wp-content/uploads/2013/05/Implementing-human-factors-in-healthcare-How-to-guide-volume-2-FINAL-2013_05_16.pdf

- **Horizon Programme: How to avoid mistakes in surgery (programme available to purchase from the BBC). Talks with a similar message are linked below:**
  https://www.youtube.com/watch?v=JzlvgtPIof4 **('Just a routine Operation')**
  https://www.youtube.com/watch?v=usVus9ia-q0

Change Management

- **Connecting for Health Change Management resources:**
  http://www.connectingforhealth.nhs.uk/systemsandservices/icd/informspec/careerplan/phi/personal/learningweb/leadership/change/resources

- **Businessballs overview:**
  http://www.businessballs.com/changemanagement.htm

Myers-BriGGS Type INDICATOR

Amy Brockbank, Lead Forward Programme, 2015

- **Personality Questionnaires that look at individual difference positively (e.g. MBTI**
  http://www.opp.com/en/tools/mbti#.UyMwWPnV_-s)
  http://www.myersbriggs.org/my-mbti-personality-type/mbti-basics/

Resiliance

- **Why not look at Robertson Coopers free i-Resilience Questionnaire at:**
  http://www.robertsoncooper.com/iresilience/)

Quality Improvement

- **The evidence for patient experience**
  http://bmjopen.bmj.com/content/3/1/e001570.full

- **Free tools for measuring patient experience:**

  Outpatient –
- Consultation and relational empathy measure
  http://www.caremeasure.org

- Patient experience questionnaire
  http://www.measuringimpact.org/s4-patient-experience-questionnaire-peq

  Inpatient –
- Picker questionnaire – PPE-15
  http://www.measuringimpact.org/s4-the-picker-questionnaire-ppe-15

- Template for measuring equality for staff
  http://www.boltonft.nhs.uk/wp-content/uploads/2015/07/wres-reporting-template-2015.pdf

- Measuring equality of health care provision
  http://www.healthknowledge.org.uk/public-health-textbook/research-methods/1c-health-care-evaluation-health-care-assessment/equity-health-care

- Business case toolkit from British Heart Foundation
  https://www.bhf.org.uk/publications/healthcare-and-innovations/business-case-toolkit---template

- Open source e-learning for public health
  http://www.healthknowledge.org.uk

Amy Brockbank, Lead Forward Programme, 2015