

NIHR CLAHRC OXFORD

TRAINING SERIES: 2016

NHS

*National Institute for
Health Research*

HIGH IMPACT LEADERSHIP SKILLS

FOR HEALTHCARE: 2016

INVITATION TO CLAHRC OXFORD PARTNERS

20 SEPT & 05 OCT

SAÏD BUSINESS SCHOOL,
PARK END STREET

What

A **two-day course**, developed by the Saïd Business School, designed to prepare leaders or future leaders in healthcare settings with the leadership skills needed to truly make an impact.

This course has been run by CLAHRC Oxford twice to date, and each time it has been extremely well received by participants.

Who

Those who either hold or aim to receive a leadership position in a healthcare setting and are affiliated with the NIHR CLAHRC Oxford and/or its partner organisations.

This may include, for example:

- NHS Clinical Directors and Service Managers
- CCG and Council employees
- NIHR CLAHRC Oxford employees
- Other Oxford based NIHR infrastructure employees

Background

The skills that make a good healthcare professional are not the same as those which make a good leader of healthcare professionals.

Often, despite the vital role of leaders in healthcare, it is assumed that people will 'learn on the job'. Meaning that most leaders have received little, if any, training for these demanding roles. The demands on those leading in multidisciplinary networks and who are under pressure to make decisions based on evidence (evidence-based healthcare) is even greater.

This course aims to bridge this gap, training participants in key, usable high impact leadership skills.

This bespoke course, delivered by the Saïd Business School, is offered **FREE to CLAHRC Oxford members and partner organisations**.

Apply

Applications to be sent by email to:
nihrcлахrc@phc.ox.ac.uk

Please provide your title, full name and up to **350 words** outlining why you think this course could benefit you and your organisation.

Applications must be received by **12 noon, Monday 22 August, 2016.**

Successful applicants will be notified by Wednesday 24 August.

Note: The course is only open to individuals employed by NIHR CLAHRC Oxford and partner organisations.

A list of partners can be found on the CLAHRC Oxford website: bit.ly/CLAHRCPart

Course requirements

1) Attendance to both full days of the course; this is vital to the success of the course and is non-negotiable.

2) Commitment to completion of the coursework. The coursework consists of: two hours prior to Session 1, and an additional two hours within three weeks of completing Session 2. A total of four hours.

3) Commitment to complete the post-course activities (see 'modules')

4) Completion of a course evaluation.

You may also be contacted for further feedback after completion of the course.

Course alumni feedback:

“ ...great as looked at problems with change and leadership in the real world as opposed to theoretical...”

...well designed course that offered useful advice, support & guidance to healthcare professionals across a range of backgrounds...

...I was initially sceptical about what to expect but this course blew my mind, the course was perfect for everyone in the audience...”

Modules

1) Team building

Led by Professor Sue Dopson and Dr Angela Aristidou

Trainees will explore and debate the challenges of:

- working and learning effectively in group situations
- communicating complex ideas
- using the strengths of different individuals

2) Change management

Led by Dr Angela Aristidou

Trainees will form teams to tackle the challenge of designing and evaluating a change initiative. They will explore the challenges of:

- promoting organisational change (e.g. stakeholder management, aligning incentives, exploring different 'framings')
- project management, focussing on complex service systems

3) The ethics of evidence-based healthcare and knowledge transfer

Led by Dr Andrew Papanikitas and Dr Angela Aristidou

Trainees will be engaged in an interactive lecture, exploring their role as an ethical leader in the context of the organisation through their own leadership decisions.

4) Coaching as a leadership approach

Led by Professor Sue Dopson and Dr Angela Aristidou

In addition to some self-reflection activities, trainees will be engaged in activities about:

- meaningful conversations in the workplace
- debriefing and coaching those working for you

Post-course

1) One month post-course reflective activity with tutor feedback

2) Three month post-course online 'booster shot' session

An opportunity to share learning and ask for feedback on any problems, facilitated by Dr Angela Aristidou and Professor Sue Dopson.

3) Five months post-course survey
Participants will be asked to complete a survey exploring how they have progressed towards their leadership goals, among other factors.



The NIHR Collaboration for Leadership in Applied Health Research and Care (CLAHRC) Oxford is hosted by **Oxford Health NHS Foundation Trust.**

Web: www.clahrc-oxford.nihr.ac.uk

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