

# High Impact leadership skills for Healthcare

A course to help  
leaders or future  
leaders in healthcare  
settings to develop  
high impact  
leadership skills

## Dates and Location:

- Monday 21 September (Module 1 & 2)  
– Saïd Business School, Egrove Park
- Thursday 29 October (Module 3 & 4)  
– Saïd Business School, Park End Street

## 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 a healthcare context, it is assumed that people will 'learn on the job', and most leaders have received little, if any, training for the high demands of these 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, high impact leadership skills.

“An excellent course that I would highly recommend to colleagues”

## 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

## 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

*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*

Trainees will be engaged in activities about:

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

In addition to some self-reflection activities.

## Apply

Applications to be sent by email to:  
[nihrc@phc.ox.ac.uk](mailto:nihrc@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 August 10, 2015**. Successful applicants will be notified by Monday August 24.

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

A list can be found on the CLAHRC Oxford website: [bit.ly/CLAHRCPart](http://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) 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..”