

NHSGGC Inspiring Leadership, Leading Self and Leading with Others in a Palliative Care Setting

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Abbreviated abstract:

This poster celebrates success and leadership vision by detailing the founding and growth of the Inspiring Leadership programme from its inception in 2017 to-date. Developed to help support specialist palliative care teams in the West of Scotland to embed the values, behaviours and attitudes of leadership , we have successfully delivered and evaluated two previous programmes .The third, Cohort 3 is currently being delivered virtually after creative remodelling by participants and facilitators.

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Background



We started with a vision...



To develop a programme to support and develop palliative care staff working in times of stress, organisational change, advancing roles whilst recognising the need for succession planning...



Working collaboratively we assessed service need, scoped leadership education and training needs with potential participants, brainstormed leadership qualities & carefully considered the evidence...




Then with a little help from friends experts... Hazel Mackenzie & The Burdett Trust




In January 2017 we launched The Inspiring Leadership Programme with cohort 1



Design, Content & Interventions



The programme design gives leadership focus to the individual, how that individual works within a team, the wider organisation and ultimately how that impacts the wider community.

Programme Interventions
Each participant undertakes:

- 360 degree feedback process
- Myers Briggs Type Indicator (MBTI)
- Master classes and action learning sets
- Quality Improvement (QI) project
- Q and A with an expert leadership panel

Results & Conclusions



The Past: Cohort 1 & Cohort 2

100% of participants agreed that the programme supported them to build self awareness, personal effectiveness & resilience.

87% of participants agreed that the programme enabled them to provide effective leadership and management within teams and across professional/organisational boundaries.

86% of participants agreed the programme enabled them to create the conditions where people can play to strengths, think creatively and work collaboratively.



The Present : Cohort 3

Launched February 2020, paused until August 2020 due to COVID-19, recommenced virtually with all participants still engaged.



The Future: Cohort 4 and beyond...

- Scotland wide
- Open to Specialist Trainees in Palliative Medicine
- Adapt to virtual delivery methods
- Webpage development



[Inspiring Leadership Programme Webpage](#)