

Leading for Health

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National Lead
Breaking Through

Today's NHS



- GP Commissioning Groups (CCGs)
- Foundation Hospitals
- Quality Innovation Productivity & Prevention
- Reduction in targets and bureaucracy
- More competition
- Little or no growth
- Reduction in NHS budget by £20 billion

Consequences

- Low morale
- Fewer staff
- Despondent and depressed workforce
- Lack of trust between staff and managers
- Tiredness
- Patient dissatisfaction
- Poor patient outcomes

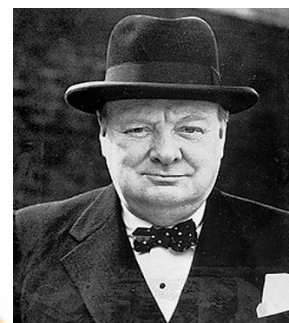
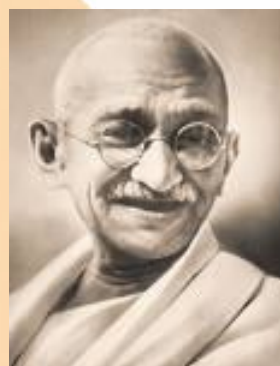
Expectations

- Expected to do more for less
- Improve the quality of care for patients
- Work with an increasingly knowledgeable and questioning population
- Care for an increasingly elderly population
- Care for a more diverse population
- Deliver a timely service
- Deliver a safe 'no harm' service
- Keep up to date with the latest treatments drugs and technology

What is Leadership?

- The act of **motivating** or commanding a group or organisation; showing the way to a destination by preceding or accompanying them.
- The art of getting someone else to do something you want done because he wants to do it.
- The process of persuading, inspiring, **motivating** and **influencing** others.
- The art or process of **influencing** people so that they will strive willingly and enthusiastically towards the achievement of an aim.

Leaders



Leadership Qualities

- Committed
- Passionate
- Energy, Drive and Vision
- Knowledgeable and expert
- Determination
- Professional
- Engaging
- charismatic
- Values
- Credible
- Integrity
- Self Belief
- Flexibility
- Know yourself
- Confidence
- Supportive
- Inspiring
- Motivational

Leadership in the NHS

Outstanding leadership is strongly associated with high-performing organisations, good outcomes and a culture of safety and quality. The New Leadership Academy's role will be to support and develop world-class leadership which puts the quality of patient care at the heart of everything the NHS does."

Jan Sobieraj, Interim Director General of Workforce, Department of Health.

The NHS Leadership Academy

- The new academy was announced by SoS in July 2011- “a national centre for developing leadership excellence across the NHS”.
- A home for leadership activities that might be lost as a consequence of the changes

Objectives of the Academy

- Delivering national leadership programmes to develop leaders, including clinical leaders, to improve outcomes, the patient experience and staff satisfaction, and deliver value for money
- Providing an evidence base for leadership development, development to support leadership values and access to expertise
- Helping create a talent pipeline for senior leadership positions
- Setting high standards for leadership development at a national level and challenging inappropriate leadership behaviours
- Commissioning leadership development that delivers for organisations as well as individuals
- Acting as the primary guardian of the leadership values required to uphold the NHS Constitution

The Leadership Academy

- Currently in development phase
- Leadership Leads & Regional Leadership academies across the country working together
- An emphasis on developing clinical leaders
- NHS NLA website launch on November 9th
- Up and running by March 2012

The importance of the HV

- Important profession
 - Children are the future
 - Support for families
 - Preventative processes
 - Public health
 - Child protection
 - Unique