

This 6-month course aimed at those looking to develop their leadership or new to leadership roles consists of:

- 1. A psychometric assessment MBTI
- 2. Four interactive online modules
- 3. An NHS Finance masterclass
- 4. Two Action Learning Sets
- 5. Two Group coaching sessions

All sessions are online and interactive, providing opportunities to learn, reflect and discuss with peers.



Psychometric Assessment - MBTI

The Myers-Briggs Personality Type Indicator (MBTI) is a self-report inventory designed to identify a person's personality type, strengths, and preferences. You will be asked to complete an online questionnaire and will then receive your feedback report from one of our experienced coaches trained in MBTI. You will be encouraged to use your report in each of the course modules, to help you to understand your current leadership style and focus on the areas you would like to develop.

Module 1 - Leadership and Self

This module will help you take the learning from your MBTI report about your personality type, strengths and preferences and apply this to how you lead.

You will learn about different leadership styles and models and start to consider your current style and how to adapt this to further develop your leadership.

Learning Outcomes

- To understand leadership styles and models, focusing on authentic leadership
- To appreciate the current context for your leadership and the styles and models that suit this
- To use your MBTI feedback and learning about leadership styles and models to determine your preferred leadership style
- To identify what actions you want to take, to further develop your leadership

(this module) Has opened the doors for me to explore leadership styles and what styles best suits me and the situation I am in. This will help me to work better and manage my group of team members better. Knowing different strategies will help me to play to the strengths of my

help me to play to the strengths of my team members and also help me self reflect and become a better leader. It has broadened my understanding of when leadership takes place, and given me a scaffold to analyse my actions in future.



Module 2 - Personal Impact Masterclass

This interactive session will help you consider your current impact and demonstrate how you can develop your personal impact as a leader both in person and online. You will be able to practice different techniques and observe others to enable you to become more dynamic and impactful as a leader.

Learning Outcomes

- To gain a greater understanding of how you are perceived
- To become more confident through exploration and practice
- To get feedback and learn from observing others
- To channel your nerves into positive energy
- To create a congruence between your emotional, physical and vocal energy
- To become more dynamic and present in meetings and presentations

The whole session was a really positive experience. I came away feeling more confident about making a personal impact when talking to groups.

It's already made a positive impact by helping me understand myself and others. Realising how others behave and how I should react.



Module 3 - Leading a Team

Using what you have already learned about yourself in your MBTI and modules 1 and 2, this session will help you to think about how you can best lead your team.

Learning Outcomes

- To use your MBTI feedback to help you understand your team styles, decision making, and leadership style
- To understand what is a team and how to lead a team
- To use simple self-assessment models exploring teams to better understand your current team
- To think about decision making in context of the three brains
- To identify what actions you want to take to further develop your team leadership skill set

MBTI has been extremely valuable in helping to understand my preferences and the strengths and pitfalls that come with these. It's made me feel more comfortable about who I am and how I can contribute effectively in a team setting.

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It has helped me align myself with my own values, strengths based on personality traits and most importantly, how to break out of my comfort zone and explore possibilities for developing my leadership style and decision making process.



Module 4 -Reflecting on Self and Team

This session will help you bring together what you have learned about yourself as a leader and apply that to how you behave during times of conflict, stress, challenge and change.

Learning Outcomes

- To use your MBTI feedback to help you understand your conflict style, stress, and approach to change
- To reflect on the current context & challenges leading NHS teams and what lessons you
 can take from the last year to impact your effectiveness
- To consider how to be a great team player Rebel ideas
- To consider conflict and how best to handle it in teams

This has helped me to understand how to manage a team better, my leadership style and how to deal with conflict.

It has given me some new ideas to try, and it was really helpful to find out how other people with different MBTI types approach conflict

Finance Masterclass

- 1. To provide an overview of NHS funding
- 2. To understand the role of the finance department
- 3. To understand the principles of budget management
- 4. To understand the role of the budget manager and how to use a budget statement



A helpful session, really good overview of the funding and budget structure, budget terminology and procurement process. with conflict.



Action Learning Sets 1 & 2

Action learning sets are a simple and powerful way for individuals to learn from and support each other as peers. In action learning you will bring and work through your own real work challenges, using the knowledge and skills of a small group of people combined with skilled questioning, to produce fresh ideas and find new ways forward.

Learning Outcomes

- 1) simple coaching skills to support you as you empower others in your team or elsewhere
- 2) a greater awareness of your own strengths and blind spots and how to navigate them
- 3) practical next steps through challenges
- 4) ideas and understanding gained from hearing how others find their way through situations they face
- 5) feeling less alone in your work challenges

I found this session really useful. I didn't know much about coaching before the sessions but it was really useful to be coached and observe people being coached. A lot of the skills highlighted in these sessions are really important in leadership in order to help people work through their problems independently but with support.

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Excellent session, peer lead ALS is incredibly helpful!



Group Coaching

These sessions are delivered by experienced leaders that are certified and accredited coaches. Building on the skills and development from your action learning sets and leadership modules, group coaching invites you to consider your leadership now and the leadership you may need to demonstrate in the future.

You will be asked to bring a leadership challenge to the sessions – maybe a challenge you are stuck with or an aspect of leadership you are finding hard to put into practice.



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I was able to share my leadership challenge and got insightful comments (from colleagues) 66

Excellent course. David is a fantastic leadership coach. Sessions are well thought out but flexible enough for significant introspection and development to occur.



Previous participants have said...



Already made a positive impact by helping me understand myself and others



I learned how my leadership style can be modified to let every voice be heard in the team, especially the introverts who may not voluntarily come up with solutions



It helped me to understand how to manage a team better, my leadership style and how to deal with conflict.'



The course builds momentum through each element of the programme to build a better you and how to work as a leader.



I really liked all of the content – each part has helped me to develop a different aspect of my leadership.



This course show you how you can improve yourself as a leader and opens up different approaches to explore.

