

Kidney Quality Improvement Partnership (KQuIP)

Shorts Moor - Renal Leadership Course

Unity Hall, Unity House, Westgate,
Wakefield, WF1 1EP

24th and 25th January 2019

Day 1 – 0900h – 1715h

Day 2 – 0830h – 1645h

1. Welcome

Welcome and thank you for attending the renal leadership training recommended by KQuIP and delivered by Shortsmoor. Below you will find some useful information on the day. There will not be any preparatory work required for this training day; however KQuIP may contact you after the event to discuss feedback on the course.

2. Venue and directions

Unity Hall and Business Space offers a unique and stylish backdrop. The venue consists of over 20 office spaces, 4 unique conference rooms and two beautiful halls. The venue is home to events such as Yorkshire Salsa Congress, Wakefield Beer Festival and many more.

See location on google maps:

[http://maps.google.co.uk/maps?f=q&hl=en&z=15&q=53.6818339,-1.5023095999999999\(Unity+Hall+and+Business+Space\)](http://maps.google.co.uk/maps?f=q&hl=en&z=15&q=53.6818339,-1.5023095999999999(Unity+Hall+and+Business+Space))

Accessible by Public Transport: 0 miles from Westgate Train Station

Parking

Private Car Park behind the venue with charge

3. General information

Refreshments and Lunch

Tea and coffee will be available on arrival and throughout the day. A working lunch will be provided. Please can you notify Teresa Wallace as soon as possible if you have any specific dietary requirements and we can ensure that your needs are catered for. If we do not receive this information at least 3 days in advance of the training we will be unable to accommodate any specific requirements

Email: teresajane.wallace@renalregistry.nhs.uk

Medical requirements

If you have any specific medical requirements then please let Teresa Wallace know so that she can make any necessary arrangements in advance of the day.

Email: teresajane.wallace@renalregistry.nhs.uk

Contact details on the day

For any urgent queries on the day please contact Leanne Lockley KQuIP QI Programme Manager, Leanne.lockley@renalregistry.nhs.uk



6th January 2019

Dear Participant,

Renal Leadership Course: *Leading People*

I am delighted that you have decided to take part in our leadership course, and thought you may welcome a little information about what we will be doing. You will probably be relieved to hear that there is nothing to be done in preparation for the course... by you anyway!

I have designed your course and will lead it, assisted by Gill Wilkinson (who regularly works with me) and Dr Daljit Hothi, Consultant Paediatric Nephrologist at GOSH. Daljit and I were facilitators together on the NHS Staff College Senior Leaders Course at UCLH. Many of you may know Daljit, who has been the inspiration behind this course, but you may wish to know something about Gill and me. So attached is some background information about us.

I believe that activity greatly helps learning, and I am confident that you will enjoy this course as we give you a good understanding of effective leadership, and the opportunity for greater self-awareness, in order to lay sound foundations for continuous improvement as a leader.

There will be a few talks from me, but most of the learning will come from exercises – some seated and conversational, and some more active. So come in casual comfortable clothes, and I suggest low heels and no dangling jewellery! I will be wearing chinos and an open-neck shirt. There will be no role-play or actors but, if you all agree, I would like to use a video camera to film some of the exercises so that we can play them back to you – it's seldom as embarrassing as we fear and its a fantastic aid to self-awareness. I will delete the memory card at the end, so only we who were present will see it.

We have run this course many times for the renal community recently, and your colleagues who have already attended have said it was a really valuable use of their time and highly enjoyable – to their surprise! So I am much looking forward to meeting you.

With best wishes,

Philip Mostyn

RENAL LEADERSHIP COURSE

Leading People

SHORTSMOOR FACILITATORS



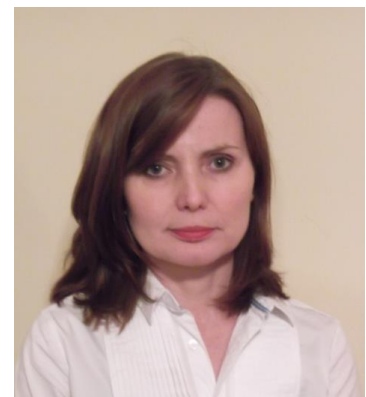
Philip Mostyn designed and led much of the NHS Staff College Senior Leadership Course, as well as the current UCLH Leadership and Management course for junior doctors. He has also run a number of leadership assessments for senior NHS recruitment. He had a 35 year army career to the rank of Brigadier, leading units at many levels, and specialising in leadership and the human dimensions of organisational success – including writing the Army’s doctrine for the moral component of operations, and running the assessment of leadership in potential officers as President of the Army Officer Selection Board. He delivers leadership development to private sector companies and charities as well as other areas of the public sector.

He runs Shortsmoor Ltd, which has 12 experienced leaders available to develop and assess leadership and teamwork. He is a member of the British Psychological Society, has psychometric qualifications, a BA from Southampton University and Masters from Kings College, and lives on a farm in Devon with his wife, raising cattle, sheep, and five daughters.

Gill Wilkinson spent many years as a member of the NHS Staff College faculty developing senior leaders in UCLH. She has recently concluded two years full-time military service as the commanding officer of the Scottish Logistics Regiment, leading 400 officers and soldiers. She is now a colonel and is the Deputy Commander of the Royal Military Academy Sandhurst, which is the leadership academy for Army officers.

She has had 22 years Army service both full and part-time, commanding on operations in the Balkans and with logistic, human resources, recruitment and training roles, including three years as an assessor of potential officers.

She is also a secondary school teacher of English, and a graduate of both Dundee and Edinburgh universities. She captained her university hockey team and was placed second in the British Bobsleigh Championships in 1997. She lives in Scotland with her husband and 2 children.



RENAL LEADERSHIP PROGRAMME

COURSE 1: LEADING PEOPLE

Overview

This ‘Leading People’ course is the first of three courses in the Renal Leadership Programme. It is a stand-alone course over two full days, which is worthwhile in itself but also serves as essential preparation for the subsequent courses. At the end of this course you will be able to judge whether to attend the next one.

Course Aim

To provide a good understanding of effective leadership, and the opportunity for greater self-awareness, in order to lay sound foundations for continuous improvement as a leader

What you will gain

- *A good understanding of how leadership works*
- *Insights into human behaviour as it affects leadership and teams*
- *Increased awareness of your own behaviours and how they impact on others*
- *A greater understanding of your personality and how it affects what you do*
- *Good habits for improvement by giving and receiving feedback informally*
- *A broad overview of the many approaches to leadership and styles of leading*
- *A simple framework to make your leadership more effective*
- *An understanding of the approach to the subsequent courses*



Leading People

Day 1

- 0900 *Arrive/welcome and refreshments*
- 0915 *Introduction and Opening Exercise: How we are all different: awareness of self and others*
- 1000 *Exercise: Our Group*
- 1030 *Coffee*
- 1045 *Talk: How we are all the same: predictable human nature*
- 1145 *Exercise: Team Behaviours*
- 1220 *Talk: How leadership affects performance*
- 1300 *Lunch*
- 1330 *Exercise: Team Challenge 1 and mutual feedback on behaviours*
- 1440 *Exercise: Team Challenge 2 and mutual feedback on behaviours*
- 1550 *Tea*
- 1600 *Talk: How Personality affects behaviour*
- 1630 *Exercise: Personality Self-Analysis*
- 1700 *Plenary Discussion*
- 1715 *End of Day 1 - Individual 'surgery' on own challenges as desired*

Day 2

- 0830 *Arrive, take refreshments straight in to Plenary Discussion: Yesterday*
- 0930 *Group Activity: Video review of Day 1 exercises*
- 1055 *Coffee*
- 1100 *Exercise and Discussion: Leadership Perspectives*
- 1200 *Exercise: Leadership Approaches*
- 1230 *Talk: What leaders must do – a simple framework*
- 1300 *Lunch*
- 1330 *Exercise: Leadership and Team Challenge and mutual feedback on behaviours*
- 1505 *Tea*
- 1515 *Group exercise: Personal awareness*
- 1600 *Discussion, information about next courses and evaluation*
- 1645 *End of Course*

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