

Leadership circles

A SPACE FOR PEOPLE MANAGERS AT ALL LEVELS TO COME TOGETHER, SHARE THEIR EXPERIENCES, BE HEARD AND WORK THROUGH COMPLEX CHALLENGES.

Whether you manage one person or a team of people, leading can be challenging!

If you could use a boost, why not check out the award-winning Leadership Support Circles.

Circles provide a safe, reflective space to come together with other managers to share experience.

They provide evidence-based guidance and tools, similar to the Schwartz Rounds and Care Circles with the accent on leadership rather than the patient care experience.

Circles run for one hour and are hosted virtually by trained ICS colleagues. Each circle focuses on one of 14 elements of leadership and management; most important during and after crisis.

Who can apply?

Staff who are 'people managers' and have direct line management responsibilities eg Staff Nurse, Admin Team Leader, Senior Managers. Whether you manage one person or a team of people.

How do I sign up?

Sign up on Eventbrite to access the sessions.
bit.ly/44Qp6gy

A series of short, themed online sessions based on 14 principles for leading compassionately through challenging times.

Circles are multi-disciplinary, interactive and provide evidence-based guidance and tools.





Programme

You can come to all the sessions or just the ones that interest you.

THURS 11 JAN 11AM-12PM

Look after yourself

You are not super human! Who's got your back? Where is your space to recharge and make sense of the chaos? Paying attention to your own wellbeing will maximise your ability to help patients and colleagues through the crisis.

TUES 16 JAN 11AM-12PM

Speak candidly and compassionately

To be prepared for what is to come, people need a clear sense of direction and your full and clear assessment of the situation. Balancing your frankness with empathy is essential when your team is under pressure.

TUES 23 JAN 1-2PM

Set the emotional tone

Don't underestimate the impact on your team of your actions and the way you come across. Your calm confidence will have a powerful influence.

WEDS 31 JAN 11AM-12PM

Be inclusive in the way you lead

This crisis is highlighting how healthcare inequalities and biases persist, and even become magnified, in pressurised conditions. Consciously and actively inclusive leadership matters now more than ever.

THURS 8 FEB 11AM-12PM

Maintain routines

Teams who are newly formed and are under pressure need stability. Robust routines for starting and finishing shifts, for instance, can do a lot to ground, induct and connect team members who don't know each other and may be feeling a range of emotions.

WEDS 14 FEB 11AM-12PM

Give yourself space to make the right call

To make hard decisions in the heat of the moment, you will need to be both rational and intuitive: STOP BREATHE REFLECT CHOOSE. Just a brief moment's pause will allow you to reconnect with your purpose and values.

THURS 22 FEB 11AM-12PM

Create safe spaces

Share your own vulnerability. Let your team know that it's OK to 'wobble', to experience doubt, grief or fear. They will need times and physical spaces to de-stress. They will also need to feel safe to offer constructive challenge to ways of working regardless of hierarchy.

WEDS 28 FEB 11AM-12PM

Encourage everyone to talk

... and to keep talking. Crisis situations get worse and last longer without continuous, open and inclusive communication. And the hardest part can be attentive listening when the pressure is on.

WEDS 6 MAR 11AM-12PM

Look out for your team

Look out, in particular, for those driving themselves beyond reasonable limits, those team members who withdraw and seem to reject offers of help, and for those who might feel excluded from the team.

THURS 14 MAR 11AM-12PM

Acknowledge the hurt

Being a compassionate leader means empathising with the pain your people may experience, recognising that it may endure and taking action. Inclusive leaders recognise the diverse spectrum of issues that colleagues face due to their different backgrounds, workload and current restrictions.

WEDS 20 MAR 11AM-12PM

Resetting your team

Spending time resetting your team may help surface and resolve tensions around returning from other teams and extended periods of remote working. Priorities, roles and responsibilities may have changed or be unclear and the team needs a renewed sense of purpose.

WEDS 27 MAR 11AM-12PM

Agile hybrid leadership

Traditional approaches to leadership no longer fit this operating context. Instead, agility in decision making, rapid learning and responsiveness to change have emerged as key skills for agile leaders.

WEDS 3 APR 11AM-12PM

Accepting an uncertain future

The reset and recovery phase will continue to feature volatility, uncertainty, complexity and ambiguity ('VUCA'). Even small amounts of uncertainty generate an 'error' response in the brain, taking attention away from our goals, and forcing attention to the error.

TUES 9 APR 1-2PM

Beating pandemic fatigue

Even before the pandemic, the signs were there that we needed to take wellbeing more seriously. In 2020, 71% of employees experienced burnout at least once. Research shows that stress and burnout are the main reasons people are thinking of leaving their jobs during 2021.