

## Leadership

### Key Message

Leadership is the final of four pillars of practice. Leadership exists at every level and the development of these skills continues throughout a professional career. Strong leadership is also needed for effective management and this section includes learning more about how services are managed.

A leader can be defined as someone who is able to guide and enlist the help of others to achieve a shared goal or vision. A leader does not necessarily have to be a manager - although a good manager should have leadership qualities in order to motivate and interact with team members. There are many different types of leadership styles for example autocratic, democratic, transactional and transformational styles. An effective leader should be able to switch between styles as needed and should have a number of core personal and professional traits such as commitment, passion, decisiveness, professionalism, empathy, resilience and above all the ability to interact with others to achieve results.

Within TURAS you will find a multitude of resources on the topic of leadership and management.

The leadership and management zone is available [here](#) (login is not required)

You will also find numerous resources and articles on the [GoodPractice toolkit](#)



### Learning Activities



#### Activity One

Ask someone in a managerial position to allow you to spend time shadowing them. At the end of your time with them, discuss:

- what knowledge and skills they need to carry out their role?
- what you have learned from the experience?
- what knowledge and skills you have that will enable you to be an effective manager?
- what further development needs do you have and how could these be met?

You might like to include such development activities in your PDP.

**[KSF Core Dimension: Personal & People Development]**

Notes



**Activity Two**

Negotiate an opportunity to be involved in managing your clinical area or department. This might include elements of:

- organising and managing human resources
- organising the delivery of care by other members of the multidisciplinary team
- managing budget demands
- managing other activities, such as audits, projects etc.

Ask your manager to give you constructive feedback on your performance.

**[KSF Core Dimension: Personal & People Development, Service Improvement, Quality]**

Notes



### Activity Three

Think about someone you have worked with in healthcare who you consider to be an effective leader.

- what personal qualities do they have that makes them an effective leader?
- what professional qualities do they have that makes them an effective leader?
- to what extent do you think you have these qualities?

**[KSF Core Dimension: Personal & People Development]**

Notes



## Activity Four

Discuss with colleagues/peers the questions asked in Activity 3. Make a list of the personal and professional qualities that are identified. Following on from your self-assessment in Activity 3, ask your colleagues/peers to assess your qualities against the list you have devised.

**[KSF Core Dimension: Personal & People Development]**

Notes