

Primary Care Leadership Learning Lounge

A series of leadership learning and development sessions for all roles working in primary care who are new or relatively new to leadership
Delivered virtually via Zoom

The Leadership Learning Lounge is a new virtual space via Zoom where primary care colleagues relax in the lounge to learn and develop.

A series of five 90-minute leadership learning and development sessions will be delivered in the Leadership Learning Lounge. Each session will be followed up (approx. 1 week later) with an Action Learning Set (ALS). A structured and facilitated 90-minute session which enable small groups to address challenging and complex issues, and working together to explore and resolve the issue. Through learning and reflection, we gain a deeper understanding of the issues we face. This enables us to manage change more effectively, and meet the challenges we face in the workplace. You may choose to attend one or all five sessions, subject to place availability.

Target audience:

All primary care roles who are new or relatively new to leadership

Dates and times:

Session 1: Self-discovery through Everything DiSC Workplace – [click here to book your place](#)

Tuesday 19th January 2021, 13:00-14:30

Session 1 ALS - Tuesday 26th January 2021, 13:00-14:30

Participants will have the opportunity to discover self through a profile report after completing an Everything DiSC Workplace questionnaire. The questionnaire takes 15-20 minutes to complete approx. 2 weeks prior to the session. The profile report provides clear strategies for building more effective relationships.

During the session participants will:

- Gain insights into own behaviours and those of others.
- Understand and appreciate the work styles and behaviours of others.
- Learn how to communicate and persuade more effectively.
- Create strategies for overcoming challenges when working with people of different DiSC styles.

Session 2: Improving Workplace Culture - [click here to book your place](#)

Wednesday 17th February 2021, 13:00-14:30

Session 2 ALS - Wednesday 24th February 2021, 13:00-14:30

Participants will have the opportunity to consider their own workplace culture and identify areas of change.

During the session participants will:

- Learn about the Cultural Web.
- Relate the 6 different components of the Culture Web to their workplace.
- Consider how they can influence change to improve their workforce culture.

Session 3: What is leadership in Primary Care – [click here to book your place](#)

Monday 8th March, 13:00-14:30

Session 3 ALS - Monday 22nd March, 13:00-14:30

A 90-minute session, via Zoom. Participants will have the opportunity to learn the key leadership theory to enhance their leadership style and behaviours to improve workplace relationships in primary care.

During the session participants will:

- Learn the key leadership theories, styles and behaviours that are relevant in the primary care workplace.

- Understand the key differences between leadership and management.
- Consider how to unlock their leadership potential.

Session 4: Dealing with Conflict – [click here to book your place](#)

Monday 19th April 2021, 13:00-14:30

Session 4 ALS - Monday 26th April 2021, 13:00-14:30

Participants will have the opportunity to consider the process of managing conflict and the wheel of influencing.

During the session participants will:

- Learn about the Thomas Kilmann Conflict Mode Instrument and recognise different styles of conflict.
- Recognise own preferred way dealing with conflict.
- Understand the Crosby's conflict process and strategies to change outcome.

Session 5: Managing Change Positively – [click here to book your place](#)

Friday 7th May 2021, 13:00-14:30

Session 5 ALS - Friday 14th May 2021, 13:00-14:30

Participants will have the opportunity to learn about how to manage change positively through the art of the communicating effectively and maintaining perspective in a VUCA primary care world.

During the session participants will:

- Learn about Kotter's fundamental model of change and Kurt Lewin's three phases of change.
- Appreciate the different kinds of change and different ways people react (including resistance) to change and how to lead your team.
- Understand the seven key roles within the change process and communicating change.

Attendees to come prepared to:

- Be open and honest about how they are and what they need from the group
- Share current aspects of their practice they find challenging that they would like help or support with
- Practical tips or techniques they find beneficial when coaching

Facilitator, Lisa Soultana

Lisa Soultana runs a successful leadership and organisational development consultancy name Enono LTD. Enono's clients are mainly from primary care organisations across the UK .Lisa prides herself on designing and facilitating outstanding leadership and organisational development programmes and offering an unsurpassed primary care consultancy service. Her ultimate vision is to be the go-to place when thinking about improving leadership and organisational capabilities.

In the Midlands, Lisa is commissioned as a Primary Care Associate for:

- NHS England & NHS Improvement Midlands Leadership & Lifelong Learning Team - supporting leadership capabilities across Primary Care;
- Health Education England - supporting the maturity of Training Hubs in the East Midlands;
- Nottinghamshire Alliance Training Hub (NATH) - supporting their leadership and organisational development and acting as their Board Secretary.
- Nottingham & Nottinghamshire Integrated Care System - supporting Primary Care workforce development (part of the NATH commission)

During employment, Lisa worked as a Practice Manager and a Chief Operating Officer for Derby and Derbyshire Local Medical Committee (LMC) – a statutory body representing individual GPs and GP practices as a whole to the primary care organisation.

Register your place:

To obtain a place you will need to register via the links above. Places will be allocated on a first-come, first-served basis.

Once registered, your place is confirmed. There is no fee to attend, by registering you will be signing up to a cancellation charge of £150 for non-attendance unless you notify leadership.SW@leadershipacademy.nhs.uk 10 working days in advance of the event date or your attendance is deputised.

Equality Diversity Inclusion Statement of Commitment:

We are committed to creating a learning and working environment which is inclusive of all our participants. The South West Leadership Academy strives to empower under-represented communities.

We aim to eliminate any disadvantage based on age, disability, marriage, civil partnership, race, culture, religion or belief, lack of religion or belief, sex, gender identity, sexual orientation, pregnancy, maternity or any other minority characteristics.

If we can make any adjustments to enable you to access and participate in our event, please [get in touch with our Inclusion Coordinator Mr Erk Gunce \(pronouns: he/him/his\)](#). We also welcome any general comments on the inclusivity of our events. We will work with you to address your concerns in a respectful, dignified manner.

