



**Building Leadership
for Health Diagnostic**



**Are you ready for
Clinical Leadership?**



Note for Course Leaders

- This brief diagnostic raises basic questions for course participants to ask themselves at the beginning and at the end of the course.
- The answers to the questions raised can be found in detailed course modules.
- Use this as the basis of discussion but at the start of the course it is only intended to raise questions.
- By the end of the course participants should have a clearer idea of where they stand on each issue.



7 Basic Questions to ask yourself

- Are you a good role model for others to follow?
- Do you know yourself: strengths and weaknesses ?
- Do you listen and respond to people's needs?
- Can you work with diverse professional teams?
- Can you communicate a vision of better care?
- Do you know how to improve your organisation?
- What is your motivation, are you ready to serve?
- The BLfH course will help you address these points



Are you a good role model?

- Do you show:
 - Competence as a professional nurse?
 - Ability as a thoughtful, trustworthy manager?
 - A caring attitude to patients and staff?
 - The courage to stand up for ethical values?
- Would you follow someone who did not show these qualities? While leadership is different to professional and management competence, these are essential bases for clinical leadership.



Do you know yourself?

- Do you:
 - Have clear personal, life goals?
 - Know your traits as a leader?
 - Understand your strengths and weaknesses
 - Understand how others perceive you?
- Knowing yourself and being true to your ideals is a key basis for self development as a leader. It helps you adjust to different situations while maintaining your integrity.



Do you listen?

- Do you
 - Engage people to enable them to talk to you?
 - Respond with empathy to patients and staff?
 - Take note of what they say and why they say it?
 - Take action when appropriate?
- Listening is a key skill for clinical practice and leadership, but it is not enough to appear to be sympathetic or to always agree, emotional intelligence entails understanding other points of view while assessing the situation objectively and making your own position clear.



Can you manage diverse teams?

- Can you:
 - Uphold shared patient centred goals?
 - Understand different professional perspectives?
 - And how diverse teams can work together ?
 - Help to build mixed professional teamwork?
- Working with teams of mixed professionals is a specific requirement for nurse leadership. in addition to the demands of managing cultural and gender differences. This does not mean leaving your professional values behind but it does mean recognising the points of view of others.



Can you communicate your vision?

- Do you
 - Have a vision of better health care?
 - Understand what needs to be changed?
 - Have the ability to express this clearly?
 - Have the humility to learn up from others?
- Communication by word and writing, is an important aspect of the relationship between a nurse leader, patients and professionals. But in every case communication starts with listening.




Can you improve your organisation?

- Do you:
 - Understand how your organisation works?
 - Have ideas that could improve it?
 - Understand the process of change management?
 - Have the courage to lead change?
- Being critical of the organisation is easy, doing something about it and taking others with you in the process of change is the test of a leader.



What is your motivation as a leader?

- Do you
 - Have a clear view of what leadership entails?
 - Understand the sacrifices it demands?
 - Know how to learn from success and failure?
 - Have the courage to take unpopular decisions?
- Personal ambition is not enough, a clinical leader is also a servant of patients, the staff and the community. A good clinical leader is motivated by this sense of duty to others.



**Building Leadership
for Health Questions**



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