

LEEP @ ST GEORGE'S HOSPITAL

Great leaders are needed for the future of the NHS. A 2017 survey of junior doctors from the Faculty of Medical Leadership and Management found that whilst over 97% respondents agreed that leadership and management training was important, around 50% felt that their own training was inadequate to implement change. Likewise, feedback from staff at St George's Hospital has shown that the majority of respondents find that the current leadership needs of NHS staff are not being adequately met.

In response to this, Health Education England designed LEEP, a cross-disciplinary and multi-professional programme to promote leadership development and collaborative working across the healthcare system. We have been running it virtually at St George's Hospital since 2022.

FEEDBACK

We have had 140 responses to our feedback forms regarding LEEP at St George's Hospital from Mar-Aug 2023.

We asked respondents to rate their confidence and skill before and after each LEEP module, with a focus on the core skills of personal leadership style, teamworking, change management, and systems leadership.

Course Skill focus for each module LEEP 1 : LEADERSHIP STYLE LEEP 2 : TEAMWORKING LEEP 3: QI and CHANGE MANAGEMENT LEEP 4: SYSTEM LEADERSHIP

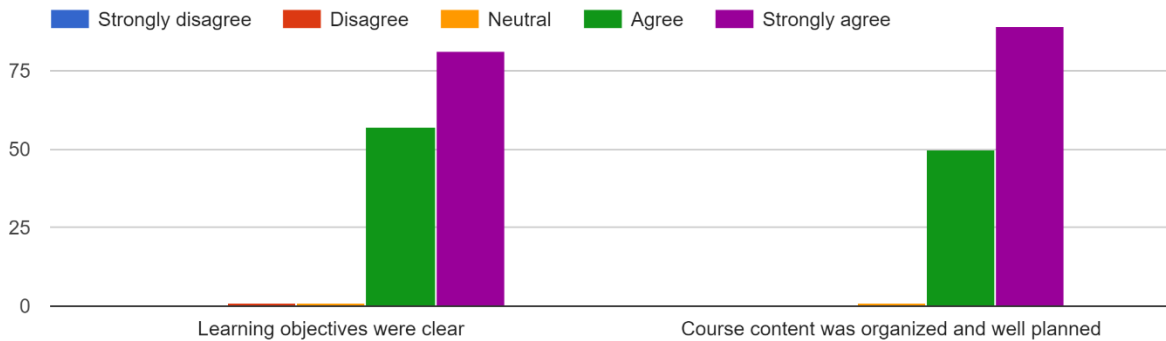


Overall, learners report improved confidence in leadership following each module. This is reflected in our open text feedback. Common threads about the course:

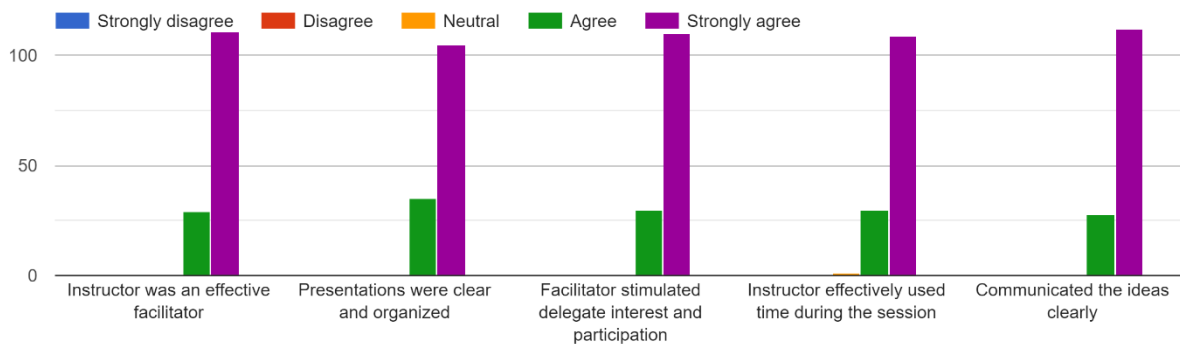
- Appreciated reflecting on what it means to be a good leader
- Good balance between theory, interaction and reflection
- Stimulating pre-course materials
- Interactive sessions with practical examples
- Appreciated discussing failure and how to learn from it
- Focus on psychological safety
- Different leadership styles and importance of context
- Thinking about the role of emotional intelligence
- Liked working through real-life examples of quality improvement
- Enjoyed hearing other colleagues' perspectives

Respondents also appear to be happy with course content, presentation and organisation, as well as the quality of facilitation.

Course content & Communication



Skill and responsiveness of the facilitator



WHAT CHANGES ARE WE MAKING IN RESPONSE TO YOUR FEEDBACK?

Around 25% of respondents would have preferred to have face-to-face sessions, and in response to this we are aiming to start providing some face-to-face/hybrid sessions starting in Autumn/Winter 2023.

We remain in regular contact with the central team now at NHS England and are continuing to adjust and improve our teaching materials. We are in the process of developing post-module handouts to better consolidate attendee’s learning.

Currently the majority of learners are doctors, and we would be keen to better include our nurses, allied health professionals, and administrative staff. We are also keen to better support our international medical graduates as they take their first steps in the NHS. LEEP is free for all NHS staff at St George’s Hospital and will only be improved by a wider diversity of attendees.