

# DIVISIONAL TRIUMVIRATE AND CARE GROUP LEADERS CASE STUDY



Bespoke leadership development for Divisional Triumvirate and care group leaders to understand themselves and their impact

## STRATEGIC AIMS AND GOALS

A large acute Trust in England commissioned FMLM Applied to design and deliver an integrated leadership programme to support and develop Divisional leaders in triumvirate teams of senior medic, nurse, manager and Care Group Leaders.

The overarching aims were consistent:

- To help leaders understand themselves, their context and each other, to be able to enhance personal and collective leadership effectiveness.
- To build bridges of trust and support and challenges with the Divisional and Care Group leaders and their teams
- To enhance and increase leadership capability across the trust, which in turn translates into improved care for patients

## APPROACH

The bespoke programme facilitated a cohort of Divisional leaders and two cohorts of Care Group leaders. Each programme consisted of modules online (due to Covid), reflection, and self-development on specific leadership challenges.

The highly relatable and practical content used blended learning of theory, practice and discussion about application. Topics included compassionate leadership, leading self, leading through complexity and in systems, influencing and making change happen.

In addition Care Group leaders had workshops with the local trust leads on finance, Equality Diversity and Inclusion, HR, compassionate leadership, education and engagement.

The programme concluded in a conference format to share learning and experiences as a senior leadership community and make organisational commitments.

## BENEFITS

- + The programme elevated the importance of personal development and that leaders were valued.
- + Leaders were less isolated and more connected for support and solutioning
- + More insight into their own leadership, more reflective, creating time to think, and greater understanding of their impact on others.
- + Increased confidence in influencing change, especially across divisions or the wider system.
- + Understanding team dynamics and the importance of building trust

## AT A GLANCE

- Equip with skills and confidence to influence and lead in complexity
- Develop supportive networks in teams and trust
- Bespoke modular blended programmes
- Jointly delivered by senior medic and leadership development facilitators



*"I am now in a new role (promotion) and I use the tools and approaches from the programme"*

*"I recognise dynamics in a team earlier and act to address them. I attempt to build more trust in my team and listen more to staff."*

*"Meeting other leaders who are facing similar issues has helped me be less isolated and more active in networking"*

*"I am more empowered, confident and assured of my actions. Also, I am aware of my limitations and the importance of building a professional development plan going forward from this programme"*

### Course delegates, 2022



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