



Royal College of
General Practitioners

Values Based Leadership for General Practice

Dr Miles Mack

The NHS Leadership Framework

includes 5 core domains, shared with the MLCF/CLCF:

- Demonstrating Personal Qualities
- Working with Others
- Managing services
- Improving Services
- Setting Direction

There are two additional domains:

- Creating the vision
- Delivering the Strategy



<http://www.leadershipacademy.nhs.uk/develop-your-leadership-skills/leadership-framework/the-framework-overview>

“Leadership is purposeful, passionate and intensely personal. It is not to do with tricks, tactics or techniques. Leadership brings out the best in people at the most difficult times. It creates the conditions for people to succeed.”

Dr David Pendleton

Edgecumbe Group and Templeton College Oxford

Pendleton's 5 Leadership Tasks

- **Inspire** - Belief in the need to contribute to something bigger
- **FOCUS** – Being clear how we wish to make a difference
- **Enable** – Providing the environment where people can achieve what they want to do
- **Reinforce** – Providing feedback
- **Learn** – Cultivating a culture of learning in ourselves, others and our organisation



'Cum Scientia Caritas'

-compassion & caring applied with knowledge



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Logical Levels

- Identity -Who?
- Beliefs/Values -Why?
- Capability -How?
- Behaviour -What?
- Environment -Where?