

Better Training Better Care

#6 Lessons learnt - every junior doctor is a clinical leader

The final webinar looked back at the lessons learnt throughout the project. What happens next? As Sir Muir Gray states: *"It is everyone`s duty who works in the NHS to take care of it for future generations."* Look for an area you are passionate to create change in, build your team, develop your skills and make the difference. Demonstrate and celebrate success.

Key learnings

#1 What does good leadership look like?

The essence of true leadership is to be clear about what needs to be changed and why. Identify what you want to change and then build the team you need to actualise this goal. Encourage your team to flourish and in turn give them skills to guide, champion and lead.

#2 Building leadership capacity and confidence

Building leadership capacity and confidence often relies on having role models or mentors, someone who can guide and support your career journey and develops you personally and professionally. Organisations also have a responsibility to create environments where trainees can flourish and are supported to take on leadership roles.

#3 Collaborative leadership

Being a collaborative leader means you can engage others in shared values to accomplish a common purpose. By working in

collaboration you don`t give up influence but instead become more influential as a collective team, and encourage others to openly share knowledge and contribute.

#4 Systems leadership and organisational culture

Leadership comes from those who are passionate about solving problems. You can create the vision and bring everyone along by demonstrating your values as a leader together with the drive to improve outcome. Investing in people is the key; returns on investment are not just seen in project outcomes but also in the development invested in individuals.

#5 Innovation in leadership

To be truly innovative you must accept that not everything will be successful initially. Allow for failure and learn from it in a way that will benefit you, the team and the overall vision. Find the 'gap in the market' that could truly improve patient care and use your specialist clinical expertise to develop an innovative way to meet the need.

"All staff are encouraged to recognise that they have two jobs; to do their job and improve it."

Sven-Olof Karlsson, Jönköping County Council

Resources

A full list of the BTBC pilot projects can be found at the Health Education England website: www.hee.nhs.uk/our-work/hospitals-primary-community-care/learning-be-safer/better-training-better-care-btbc/pilot-projects

You can listen to and watch the webinars on the FMLM website: www.fmlm.ac.uk/better-training-better-care