



# LEADERSHIP DEVELOPMENT

## and supporting leaders in action

Health systems are always changing, but some things remain constant.

One of them is the need for **leadership**.

Whatever the current policy agenda, we need effective leaders to create better vision for the future, and to capture the enthusiasm of stakeholders for change. Without effective leaders, health care organisations do not perform to their potential.

Our leaders need to develop appropriate leadership behaviours and skills, and high levels of emotional intelligence. This is of crucial importance for Foundation Trusts and PCT Commissioning and Provider organisations.



D E A R D E N



INVESTOR IN PEOPLE



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## Leadership Development

We provide one to one coaching support to help individuals realise their full leadership potential, using 360 degree feedback as appropriate, and workplace challenges as the focus for learning.

For groups of leaders, we have provided additional development opportunities through:

- 360 degree feedback
- MBTI
- Workplace challenge
- Action Learning Sets
- Master Classes
- Simulations
- Development Centres

## Our track record

Dearden have an enviable reputation and significant experience in this field. We have delivered national level Leadership Development programmes in England, Wales, Scotland and Northern Ireland, and internationally in Palestine, Russia, Poland and Malaysia.

We are working with individual Directors at local level to enhance their leadership performance through coaching. We are also working with local leaders to support their change agendas.

## Supporting leaders in action

Leaders often need external help to turn inspiring ideas into practical action. We assist leaders who want to:

- Create shared visions of the future, by designing and facilitating reviews of strategic direction, and vision building processes. We use techniques such as Future Basing, Network Thinking and Open Space Events to do so.
- Challenge the present state, by involving the organisation in looking at alternative models of care. We do this by helping to collect comparative evidence, by designing and facilitating processes of service redesign and by organising structured study tours for key stakeholders.
- Building organisational capacity, by delivering local leadership development programmes for Board, Executive Teams and Clinical Leaders and by helping to build new partnerships.

If you would like to talk to us about **Leadership Development** please contact Philip Holton on 01275 331 320 (email: [philip.holton@dearden.co.uk](mailto:philip.holton@dearden.co.uk)).