

Velindre NHS Trust Leadership Programme Action Learning Set (ALS) Evaluation Summary

Date: January 10th 2018 (Group B - ALS 5 of 8)

1. The things I have learnt from today's Action Learning Set are:

- Reinforcement of importance of politics in organisations/wider.
- I am more political than I thought.
- The power that organisational politics has on decision making within the organisation.
- I am more politically active than I first thought & the power of political awareness is helping me take forward my own role.
- Importance of being aware that political awareness is necessary within an organisation such as Velindre/WBS.
- My perspective on politics and how this relates to my job role and how I can improve my leadership.

2. The most important thing I have learnt about myself today is:

- My voice/opinion or contribution can count as much as the next person (so long as I know what I'm talking about!)
- To not be scared of politics and to use it.
- I need to 'play the game' more & address the potential that politics could have on my department.
- Feeling vulnerable is ok.
- Even though I am aware that politics play a major part within the organisation, I steer well clear when I should occasionally embrace.
- To be more assertive in terms of my change project & how I can 'play the game' to help move things forward.

3. My action plan to take back to my workplace is:

- Need to make progress on GP session for clinical service - speak to Med Business Manager, Clinical Director again.
- To be more politically aware in terms of viewing the bigger picture when communicating.
- To look at how I can use politics more to resolve work issues.
- Spend more time to talk to others to understand their political motives.
- Volunteer for more cross-sectional meetings particularly outside my area of expertise which will allow me to network more effectively.
- Speak to the relevant political players to help drive my ideas forward.

4. The learning set could have been improved if:

- Nothing to add.
- We'd had a few more team 'games'?
- Good session.

5. The style of facilitation was:

- As always, excellent, thank you.
- Excellent.
- Good.
- As always engaging & enjoyable.
- Good balance of visual and verbal sessions.
- Engaging - good to have a mixture of group work and teaching sections.

6. Additional Comments:

- N/A
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