

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

Date: 9th January 2018      Group A (ALS 5 of 8)

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

- Being politically aware is a positive thing- cannot be an effective leader without it.
- The types of political awareness, and the meaning behind each type, also the 'currency of power'.
- How to apply political awareness with integrity and how it influences an organisation.
- Need to accept the reality of being politically aware. Not being 'political' is not an option.
- Politics plays a major role in our day to day working practices & can influence.
- The breadth of political awareness/influence, and the different types of political existence i.e. owl, fox, donkey, sheep, etc
- I have a more positive view of organisational politics. It's not all 'cut-throat' as was my previous belief.
- The role politicking plays within the organisation when done properly i.e. with integrity can be beneficial.
- To assess and how to use/interpret political awareness at work.

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

- I am more politically aware than I realise - this is taking place on a daily basis but I had not labelled it as such. On reflection I am not the 'puritan/sports commentator' I considered myself to be.
- That I deal with political awareness on a daily basis.
- That I am politically aware, but need to be consistent with its application with others.
- I'm a 'sheep' when it comes to politics.
- That I have much more political awareness than I thought.
- I have good understanding of political issues but need to be more active in exercising my will.
- I would like to develop my political self to become a 'political entrepreneur'.
- I'm more politically aware and involved than first realised.
- I can see the value in political awareness and probably do it more often than I think.

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

- Become more self-aware of when my actions/ behaviour etc is politically influenced. Build on that to develop skills in this area.
- To understand the politics for the above level.
- Be more consistent with my application of Political Awareness.
- Engage more in influencing by considering people's agenda/slant etc.
- To think about how day-to-day practice influences me & my team and how this can impact on us.
- More assertive & risk- taking!
- Build relationships. Look at the wider world; I can be political in an ethical way by acting with integrity - practice those politics, get a coach/ mentor outside of the organisation.
- Consider language used - taking into consideration political aspects. Be more of an 'owl'.
- Try and consider others' political agenda before making key decisions/ entering into consultation.

### **4. The learning set could have been improved if:**

- Possibly more political examples.
- Room was very warm.

### **5. The style of facilitation was:**

- Informal, open - excellent.
- Good - varied.
- Great.
- Very good.
- Excellent.
- Fab.
- Brilliant.
- Excellent as always,
- Good as always.

### **6. Additional Comments:**

- Thank you.
  - Wonder if we can have any feedback from Ian & the group re 360??
  - Enjoyable and enlightening sessions. Thanks.
  - Interesting, I feel I have learnt a lot and can reflect on past experience going forwards.
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