

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

Date: 4th April 2018 (Group A - 8 of 8)

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

- Detail of the 7 Habits and how I can put them into action.
- 7 Habits are a good tool for looking at work and identifying how to get what you want.
- Need to concentrate on 'sharpening the saw' etc. More things are under my influence than I thought.
- That it is important to have 'private victories' to give you the ability to then have 'public victories'.
- That I have learnt a lot through these ALS sessions - mostly about myself (self awareness) going forward, consider how to further implement in practice.
- Difference between 'public & private victories' and how to achieve these in order to lead more effectively.
- Greater awareness of habits of effective leadership.
- How I can influence my circle to ensure a 'win-win'.
- Reinforced areas for development I want to work on in leadership.

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

- I need to skill up on being an empathetic listener.
- I need to reassess what my team's purpose is. Also, I need to develop more risk-taking behaviour.
- Need to concentrate on 'sharpening the saw' etc.
- The private victories are challenging but without sorting two aspects of my life out, I will not be able to be effective in work.
- I know more than I thought I did. I am capable of being an effective leader.
- I need to 'sharpen my saw' more frequently.
- I do employ 'win-win' but need to bring this into more areas of my work - my use of it is currently too limited/ selective.
- Is that I can and do leadership. I don't take time for myself.
- It's necessary (not selfish) to take time out for me.

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

- Detailed action list created in ALS - my action is to achieve as many as possible, starting with getting up early tomorrow morning and introducing exercise back into daily routine.
- Meet with my team leader.
- Continue with discussions within department as planned, revisit section managers.
- Be kind to myself. Be less reactive.
- 7 Habits action plan - move forward with my project work.
- Firstly, be more proactive.
- As above - increase opportunities for 'win-win' and other habits I need to improve - 'sharpen the saw!'
- Is to use the 'time matrix' square set to achieve my goals.
- Close my emails down for at least one hour per day. Have the courage to ask for appropriate resources. Reflect overall on the course - go back & review, take time to re-read and summarise.

4. The learning set could have been improved if:

- The room was organised in lecture style with tables, so that we were in the right place to see television and had the desks in front to write on.
- Room was a little warm.
- Nothing to add.

5. The style of facilitation was:

- Fab.
- Good - I enjoyed the high level of interaction today.
- Excellent.
- Good.
- Excellent as always.
- Excellent. Good use of videos to further explain principles etc.
- Informal, interactive, relaxed.
- Good. lots of moving about.
- Really good - pace & opportunity to discuss/ think was set just right.

6. Additional Comments:

- Thanks Ian.
 - Really good day, very thought provoking. Enjoyed the 'SRC' videos.
 - It's been such a huge learning opportunity and will miss these sessions with the rest of the group.
 - Thank you it's been fab. Lots to think about and implement.
 - Thank you!
 - I have loved this programme - it has been enlightening and I have some fantastic tools to use for my future career path/ life. Thank you Ian.
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