

Velindre NHS Trust Leadership Programme

Action Learning Set (ALS) Evaluation Form

Date: 5th April 2018 (Group B - 8 of 8)

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

- How to put the 7 habits into practice. There's no such thing as 'I'm too busy' ... it's simply 'not a priority' for me.
- It is important not to get carried away with the little things & to make more room for the big, often more important things. This will help drive change forward.
- Introduction to 7 habits & application to work and rest of life. Overview & pulling together aspects from some previous ALS.
- Importance of having an action list - helps to map out, plan & focus - could be used for all approaches not just in work.
- I scored quite highly across all seven principles which was a surprise. I need to set goals to life by design not default.
- The importance of listening. Win/win situations. Understand the situation & what is required.

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

- I need to refocus my time & effort on those things that are really important to me (my 'Big Rocks').
- I often use a lose-win approach & am happy to accept defeat. I need to have more courage in situations to achieve 'win-win' as I often get frustrated by losing.
- Need to move more from 'Independence to Interdependence'.
- It takes a lot for me to be proactive but need to focus on this more, happily let other people take the lead and then whine when it doesn't go my way - need to turn this around.
- I need to re focus continually to reassess my goals and see the bigger picture. I need to involve all my team members in decisions and not try and 'help' them or push my views forward.
- I need to focus more on what is important to me. By doing so, work will improve & how I approach it.

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

- Use time matrix to help me prioritise & delegate. Set up meetings as per 'my action list'.
- Think win-win & improve my empathetic listening.
- Say 'no' more often to requests not important. delegate appropriately, focus during meetings, 'what outcome are we looking to achieve.'
- Staffing issues and their implications. Will lead the process by setting up the meeting rather than waiting for someone else!
- To use empathetic listening regularly. To use the 'time matrix' quadrant to focus on stage II tasks.
- Schedule time in my calendar each work to concentrate on the tasks which will lead to more win/win situations.

4. The learning set could have been improved if:

- Shame there was change of group members throughout ALS meetings as it can impact on dynamics - circumstances obviously change however.
- No improvement - again a valuable session.
- If we had more time but fantastic overview of 7 Habits.

5. The style of facilitation was:

- Great!
- Good. Videos helped to consolidate learning about each habit.
- Excellent. Respectful. All included.
- On point.
- Excellent as always.
- Excellent. I really enjoyed.

6. Additional Comments:

- Thank you! 😊
 - Will probably use circle of control & my actions list with team.
 - I'd like to complete the Academi Wales 2 day course to further my understanding.
 - I will really miss these ALS sessions. Thank you for allowing me the opportunity to develop!! 😊
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