

Velindre NHS Trust Leadership Programme

Action Learning Set (ALS) Evaluation Summary

Date: Group A - 6th March 2018 (ALS 7 of 8)

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

- Importance of keeping hold of the big picture.
- To think more critically about my improvement/ change project - ask more searching questions to better understand what needs to be done to improve likelihood of success.
- Be a 'trim tab' - role model as a leader - be the change you want to see.
- Consider the bigger questions when approaching a problem. Why do it? Can it be done? How did others do it?
- Small change can have a large impact. Change should be considered through and through exercise. Appeal to different people by re-framing the change to demonstrate the benefits to them.
- How to implement /use adaptive change.

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

- I've been over ambitious with scope of project.
- Need to re-evaluate my appetite for change! Not just accepting change - but driving it.
- I already knew a lot about adaptive change from my experience - I can put this to good use in future change projects.
- Think about how to get others seeing the bigger picture and think more about possible dissenting or conflicting views to my plans.
- I am an 'inch deep and a mile wide'.
- I enjoy change & I am a driver in change. I need to address how to implement change.

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

- Reset time scales with only band 7 scientists and all projects in phase 1 of project.
- To renew my change project in terms of leading adaptive change.
- Consider staff engagement. Get ready for my final presentation. Consult with lead nurse regarding my project to sense in readiness.
- Talk to senior leaders in health boards about starting up my project group.

- Look through all of the current project and reprioritise. Re-frame the change proposal for the current leadership programme.
- To gain momentum on my project.

4. The learning set could have been improved if:

- Original booked room was available.
- Missed those who couldn't attend. (Last minute change of venue - we coped!)
- Facilities originally booked were available.
- The room door didn't bang all day. :)

5. The style of facilitation was:

- Excellent.
- Relaxed, informal, interactive.
- Great as always.
- Very good as usual.
- Very good.
- Good - enjoyed the 'free style' session in the afternoon.

6. Additional Comments:

- Thanks and well done for adapting to the room change!
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