

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

Date: October 11th 2017 (ALS 3 of 8)

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

- The many factors that contribute to emotional intelligence.
- Emotional intelligence is very important not only in the workplace, it's not a soft skill & can be very effective.
- Importance of emotional intelligence.
- The value of emotional intelligence in the workplace & how important it is to become an effective leader.
- Emotional intelligence: success/ achieving desired outcomes, happiness & wellbeing, improved working relationships.
- The different aspects of emotional intelligence, understanding the different facts and broader groups they fall into.
- Emotional factors that affect decision making & can influence the workplace/ organisation.
- Emotional intelligence is complex. What emotional intelligence is.

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

- There are active things I can do to shape how I take my work forward by understanding others actions & behaviours, as well as my own.
- I know I can 'fly off the handle' but did realise that it's called impulse control & that I can manage this.
- Improvements necessary in self regard, optimism.
- I am fairly aware of my own emotional intelligence but I could do with more strategies in my own development to deal with my flaws & to help others.
- I acknowledge emotions of others but often not myself/ my own.
- More independence will lead to greater happiness!
- I have more emotional intelligence than I thought. But there is room for improvement.
- Be more self aware of feelings of others & my own feelings & behaviours.

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

- Spend time reading the ALS articles. Strategic methods to establish right relationships with key colleagues in light of EQ.
- How to positively influence with the right attitude.
- Spend more time considering emotional intelligence bank account.
- Acknowledge my weaknesses, look to improve them.
- Develop greater self-awareness. Recognise emotional bank account - inside /outside team.

- Exercise the EI elements I don't feel strong about - independence, assertiveness, flexibility.
- Be more aware of my actions and how others perceive me.
- Look at the model & share with the team.

4. The learning set could have been improved if:

- Nothing. Another enjoyable day. Lots to think about.
- More exercises on the EI skills.
- In a different venue. I would prefer it off site from my place of work.

5. The style of facilitation was:

- Good - as always enjoyable & interactive.
- Great.
- Excellent.
- Excellent.
- Informal relaxed.
- Very good.
- Good.
- Perfect.

6. Additional Comments:

- I really enjoyed the topic.
 - Most enjoyable session yet - thoroughly enjoyed it.
 - Another thought provoking ALS. Thank you.
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