

## Velindre NHS Trust Leadership Programme

# Action Learning Set (ALS) Evaluation Summary

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

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

- Useful practice of coaching /questioning technique with colleagues. 'Get off the dance floor & on to the balcony.'
- Bigger picture, balcony, need to address difficult issues.
- The importance of stepping back to see the bigger picture and re-focussing to achieve goals.
- Six steps for adaptive change. Trim tab - small changes can have great impact.
- Technical & adaptive challenges. Getting back on that balcony.
- Difference between technical & adaptive challenges - importance of looking at the 'bigger picture' and taking time to view issues outside the box.

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

- If I'm too busy I probably need to get on to the balcony.
- Reinforces theme recent at fore front of my mind that I cannot just get on with it all myself, need to engage/involve, trust others (and equip).
- I can be very task and finish driven. I need to take time to step back.
- I may only be a band 7 but I can influence change and drive things forward.
- I have the ability to adapt and create change. Plus the bigger picture is my main focus.
- should step back more often within normal working day to look at the bigger picture.

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

- Fix project setup meeting with max-system for ?? project.
- Non-medical prescriber in chemo outreach?? speak to MM. Prepare resources / training for GP joining April '18.
- To involve more staff, listen to input and re-evaluate before proceeding.
- Ensure I attend the relevant meetings to put forward my ideas & staff opinions.
- Speak to my line manager, explain my frustration & disappointment with lack of support but explain I had also planned for it and I will get it done.
- Next section meeting when discussing issues and wanting feedback use the 'fist and five' to access understanding.

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

- I hadn't started it having just had to deal with an urgent work issue - it distracted me for the first part of the meeting.
- All able to come and not have work/ other pressures impending.
- I enjoyed all of today's session.
- Good session.

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

- As always, friendly & supportive.
- Excellent.
- Excellent. I really enjoyed the Shackleton account.
- Good. Particularly enjoyed the Shackleton section as I did before - this is my perfect learning style.
- Excellent as usual and eye opening. The jigsaw exercise was a surprise.

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

- Thanks - enjoyed Shackleton leadership story!
  - Thanks for the book recommendations & the penguins!
  - Really enjoyed today!
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