

Velindre NHS Trust Leadership Programme

Action Learning Set (ALS) Evaluation Summary

Date: 7th September 2017 (ALS 2 of 8)

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

- Utilising strengths in a positive way to lead in turbulent times.
- Difference between transformational & transactional leadership. Power of coaching questions. My own individual strengths in leadership.
- My strengths even though initially I felt they were not leadership qualities ie. gratitude, kindness. I realise they are valuable. I've learnt engagement strategies from Jen and a project management view.
- Strengths, behaviours - be a role model, open, accessible etc.
- Leadership strengths are very different to my 'perceived/pre-conceived ideas.
- My strengths can be applied to leadership and they are ok strengths to have.
- Really liked the goldfish bowl exercise. Could express more thoughts/evaluations of the issue.
- It's good to recognise your strengths. You don't have to be perfect.

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

- My strengths (from VIA survey) although initially in my opinion did not fit in with what I perceive to be necessary in a management/leadership role are actually what I look for in my leaders!
- I can do it!
- I am forgiving. I am able to turn perceived negatives into positives. I do have leadership qualities.
- Importance of behaviours.
- To have faith in my leadership strengths, & these can be adapted to different situations I might not previously have thought.
- My knowledge and experience can help others.
- Need to think more multi-dimensionally about my leadership and how my actions are perceived by others.
- You don't have to be perfect.

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

- Be more proactive with demonstrating behaviours (ie using personal strengths) to act as a better role model for my teams.
- complete the action from the group coaching.
- Continue to be grateful to my colleagues, it is a good quality, lead by example.
- Continue tactic discussed with issue in coaching session. Improve accessibility.
- Set out a proposal for what my role will be. Start acting on the proposal.
- I have more confidence in my leadership style.
- Personal action to make greater use of deadlines further with colleagues.
- Formulate better project plans with a higher level of engagement.

4. The learning set could have been improved if:

- No comment.
- I think the time to talk and discuss is great, but it would also be useful for some time at the end to compare thought / actions for ourselves (as well as this feedback form).
- Maybe feedback and reflect on the 2:2 sessions.
- Can't think. All good!
- All good.

5. The style of facilitation was:

- Good. Especially goldfish method during ALS. Co-coaching was useful.
- Good I liked the goldfish bowl idea, think it's great for certain situations.
- Excellent.
- Good - well paced, inclusive & informative.
- Excellent.
- Very good.
- Excellent.
- Brilliant, the day goes so quick, the amount of information provided during this time is great & delivered in such a style that knowledge is retained & audience engaged.

6. Additional Comments:

- Thank you, really value the contribution, guidance & advice from the group, I feel more confident in delivering my actions.
 - Good session today - thanks.
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