

## Velindre NHS Trust Leadership Programme

# Action Learning Set (ALS) Evaluation Form

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

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

- Recognising my strengths & acknowledging that these could be weaknesses if not managed properly.
- Others struggle in the same areas and reassured that some strengths we have in common.
- Leadership angle may well mean not being popular with everyone. 'Easy to accept new ideas but hard to let go of old ones'.
- Use strengths, complimenting of team members.
- It is important to be a role model for your team to help them engage to reach a team goal.
- It is valuable to take time to think about yourself and your goals and that can help others.
- We all appeared to have different strengths but these were common themes - humour, creativity, interest, faith, purpose, etc

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

- I am not the only person who feels that they are struggling with the workload & talking & sharing can help alleviate pressure.
- That I can use my examples to enable others to improve their solutions.
- I am uncomfortable talking about certain things which I need to reflect on to determine what/why.
- Celebrate strengths/ not get too weighted down with weaknesses.
- I always just do things so things are done whereas I need to delegate more to enable others to learn & develop. Be a role model.
- I have many strengths all of which are valuable to myself/ team/ organisation.
- My main strength is humour and playfulness. However, I have to be aware that this may not be appreciated by all that I come into contact with.

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

- To take time out & work on each problem one at a time rather than a little bit of everything & nothing gets completed.
- Pause and let others come to the same learning points.

- Do questionnaire with own team. Add/substitute 'visibility' as part of my schedule.
- Ensure team valued, invest time myself, progress on actions.
- Be more 'selfish' Take time to ensure I can go over staff competencies so they can develop further. Otherwise their development is stunted.
- To be more decisive and say 'no' in an attempt to calm my working day and concentrate on what is important.
- Step and take control, spend time to identify issues with team and put actions suggested by them into place.

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

- For me, reminder of the place to find notes etc as I think I would have benefitted more! ( <http://ctrtraining.co.uk/VTLPCohort4-2017-18.htm> )
- Larger tea/coffee cups.
- The questionnaire had been sent out earlier. Sorry I've been on holiday for the last week!

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

- Productive & informative.
- Relaxed and open.
- Excellent.
- I enjoyed the different opportunities to discuss aspects of leadership & apply it to my role. Rather than just sitting watching a presentation.
- Relaxed and comfortable.
- Very good.
- Excellent.

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

- This was my first ALS and thankfully not as scary as I thought.
  - Thanks!
  - I really enjoyed the day & found it useful.
  - I felt happy to share although it is hard to analyse yourself.
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