

Master Class One – Transformative Learning Environments

Aim:

As new paradigms in health care leadership bring into focus new problems of cultural change, new approaches of transformative learning environments are needed to equip those involved in championing and facilitating those changes. In this half day master class the concepts and principles of collective leadership in a culture of continuous improvement will be explored as the context for change. Transformative learning will also be covered in relation to organisational and individual change and how developments in 'Transformative Reflection' can be used to facilitate both. Coaching and action learning will be reviewed as tools to promote enhanced experiential learning, build skills in resilience, mediation and mindfulness. The master class will be interactive and take up the morning of the first day. In the afternoon a full schedule of practical skills sessions will be facilitated to enable the delegates to try out and develop existing and new skills.

Learning outcomes:

1. Appreciation of potential trends in learning environments.
2. Enable skills to strategically co-ordinate inclusive practice and leadership engagement across teams and organisational boundaries.
3. Skills to participate in effective board room discussions and an awareness of the steps to take to create and deliver a vision.
4. Knowledge to enhance resilience, skills of mediation, mindfulness: an ability to manage difficult conversations.
5. Excellent strategies and behaviours for community engagement, primary care, public health agencies, non NHS organisations for example.
6. Developing effective partnerships

Additional comments to support the outcomes above for this Master Class:

- Network members need to work strategically, within a network/ team and work across organisations- NHS, Private, Independent and voluntary organisations, Primary Care, Social Care, HEIs etc
- Need to focus on solutions and continuous improvement individually and collectively through team work across organisations eg identifying new placements aligned to new services- Sustainable Transformation Plans- and be proactive with this; also developing interprofessional learning opportunities with medical professions as well as non-medical; increasing placement capacity with new models for placements; innovative ways to approach support learners in practice / mentorship
- Work in partnership with education providers- FE and HE- the relationship regarding funding has changed, but partnerships are still essential as we are working to deliver the same output from education and training programmes- a future healthcare workforce.
- Develop new and effective partnerships across organisations- eg with Primary Care, CCGs, Private, Independent and Voluntary Organisations

Time	Content Overview	Tutor	Aim	Output	Notes
9:30 9:45	<ul style="list-style-type: none"> • Introductions and overview of the programme 	Ron Lawson Ben Dowman	<ul style="list-style-type: none"> • Introduce an overview of the programme aims and objectives 		
9:45- 10:45	<ul style="list-style-type: none"> • Collective leadership and collaborative agency: principles and practice in a culture of continuous improvement • Transformative learning environments • Critical professionals 	Ron Lawson Ben Dowman	<ul style="list-style-type: none"> • Whilst collective leadership is a collaborative process it starts with individual awareness • Introduce the concept of critical professionalism 	Learning outcomes 1,2,3,5,6	A mix of theory and scenario based practical exercises
10:45- 11:00	Break				
11:00- 12:30	<ul style="list-style-type: none"> • NHS leadership Behaviours Model and assessment • Coaching for behavioural change • Coaching for resilience and wellbeing 	Ron Lawson Ben Dowman	<ul style="list-style-type: none"> • Introduce the leadership behaviours model • The embedding of a coaching culture to facilitate leadership development 	Learning outcomes 1,2,3,4,5,6	A mix of theory and scenario based practical exercises
12:30- 13:30	Lunch				
13:30- 15:00	<ul style="list-style-type: none"> • Professional identity and its impact on healthcare leadership • Transition Management 	Ron Lawson Ben Dowman	<ul style="list-style-type: none"> • Introduce the concept of professional identity, self-awareness and taking personal responsibility in collective and collaborative leadership 	Learning outcomes 1,2,3,4,5,6	A mix of theory and scenario based practical exercises
15:00- 15:15	Break				
15:15- 17:00	Facilitated transformative reflection workshop: <ul style="list-style-type: none"> • Exploring a critical and personal leadership incident 	Ron Lawson Ben Dowman	<ul style="list-style-type: none"> • Introduce a model of transformative reflection as a tool for critical reflection in professional practice 	Learning outcomes 1,2,3,4,5,6	Scenario based practical exercises
17:00	Finish				