

Leadership Bites:

Courage and stepping up

LEADERSHIP LEARNING IN 20 MINUTES

NHS

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Introduction

- *Courage –along with compassion and consciousness - will be required throughout your journey as a leader. This begins with the courage to trust your heart, gifts, instincts and calling – and all the years of work you've put in. From here it's about always remembering that leadership is learning journey that is ultimately about service and empowering and enabling others. As you do this you will step up as required and help champion real progressive change in your team, organisation and sector.*

Key Insight: “Know your magic, trust your magic, use your magic and know that you are a manifestation of life’s magic.” – Rasheed Ogunlaru, Coach-Speaker-Author

Your journey and calling

1. Why are you in the healthcare industry? Who / what drew or called you into it?
2. Who has helped you along your career journey and what did you learn from each of them?
3. What have been all your life lessons and challenges and what have you learned from them?
4. Who have been the best leaders, managers and professionals you have met and in what way did they had courage and taken a lead when needed?
5. When have you also shown strength, courage, leadership and what was the impact?
6. What qualities/mindset do you need to carry forward and what new ones do you need to adopt?
7. Reflecting on all of this what can you take and put into pl moving forward?

Showing leadership

There are a number of key areas in which we have to show leadership:

- 1) **Creating a safe, caring and compassionate environment** for staff, colleagues and service users
- 2) **Role modelling best professionalism and best practice** so that your staff do the same
- 3) **Championing equality, diversity and inclusion:** in order to truly serve and reflect our community
- 4) **Developing your team:** including help them improve their skills, knowledge and work quality
- 5) **Tackling poor behaviour:** aptly, ethnically, mindfully and compassionately – from anybody.

Reflecting on your role, work, team and organisation what other things would you add to this?

Time to step up

- What are the challenges in you're a) team b) organisation?
- Which of these challenges can you help make a difference in?
- What mindset, knowledge, skills and support do you have to address it?
- What additional skills, support, attitude, and knowledge will be required?
- What might be the impact if you do your part? For a) you b) your team c) your organisation.

Read on... more tips and pointers in the *Love, compassion and oneness* below.

Further learning ...

For further information and learning, as well as suggested activities, feel free to visit the [People.NHS.uk](https://www.People.NHS.uk) website or our [South East Leadership Academy site](#).



Love, compassion and oneness

“We are one at the root – we just part at the branch”

It's easy to get caught up in petty battles, politics or feel drowned in protocols and practicalities. It's also sometimes easy to get stressed, overly stretched and feel all alone. Stepping up can feel daunting and even divisive. But it need not be.

What can really help is to remember – and remind others as needed - that you are one organisation, one team with one shared calling and job to do – no matter which part of it that others are in. It's like a tree with many branches and a beautiful, diverse, multitude of leaves of all shapes, sizes, colours and types.

- 1) Build a strong support network at home and at work
- 2) Build rich relationships with everybody – regardless of rank or role
- 3) Start every day with a big bowl of gratitude
- 4) Take regular breaks or else you might – know when to step back, step down and step alongside
- 5) Step into others' shoes – take a look at things from various perspectives – yours is just one
- 6) Build rich relationships with everybody – regardless of rank or role
- 7) Always seek the win-win – and know when to get help and support for yourself or others
- 8) Keep your eye on big picture and know when to pay attention to small detail
- 9) See every setback, challenge and tough conversation as a lesson to learn and grow from
- 10) Always consider your intentions and others growth and wellbeing before saying/doing anything.

For more on this + other tools to help you watch the accompanying *Courage and Stepping Up* video and the videos on:

- *Influencing Others & Difficult Conversations*,
- *Coaching Others Through Change*
- *Motivating Yourself & Your Team*,
- *Deep Listening & Holding Space*
- *Mindfulness & Compassion*

Give it a go

Reflecting on the exercise at the beginning of this document, get a pen and paper and draw your life and career journey. It may be like drawing a path with all the ups and downs, twists and turns. As you draw it add in all the key milestones, all your accomplishments and challenges. Put in the key figures in your life and key events. As you do this then perhaps notes along the side or at the bottom of all the learning. This exercise is all about consolidate all the wisdom, experience, knowledge and growth that you've seen in your life and career and will help you tap into it as you move forward.

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Time to reflect...



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Take some time to note down your thoughts on what you've learned;

What resonated?

What has made you curious?

What small changes could you make to start having an impact differently and quickly?

What might you need to share with your team, and commit to 'testing and learning' together?

A large, empty rounded rectangular box with a thin blue border, intended for the user to write their reflections on the questions above.

