



Teaming Skills -

Equipping us as leaders to build high-performing teamwork & increase psychological safety

The context

This session was commissioned and co-designed with *Management Futures to support the needs of health and care staff for developing Teaming Skills which enhance coordination and communication across boundaries for expertise, status, and location, and at pace. Research suggests that the best way to do this in non-stable teams is to create conditions for collaboration and build a culture of psychological safety; where people feel they can speak up and be innovative.

Management Futures facilitated six sessions for the east of England region, aimed at leaders and managers of all levels across health and system partner organisations. The series attracted 159 participants.

Session aims:

This very practical session focused on:

- Raising awareness of how to show up in group interactions. What we do that helps, and where we could be more effective.
- Practising and getting feedback on our speaking and listening skills.
- Deepening understanding of psychological safety. What it is, how it affects performance, and how as leaders, we can improve it
- Equipping with insights and techniques to improve the performance of any team or group at pace.

Impact:

We asked participants to complete an evaluation, and of the 109 people who left feedback:



97%

felt they could apply learning from this session to their job roles.



97%

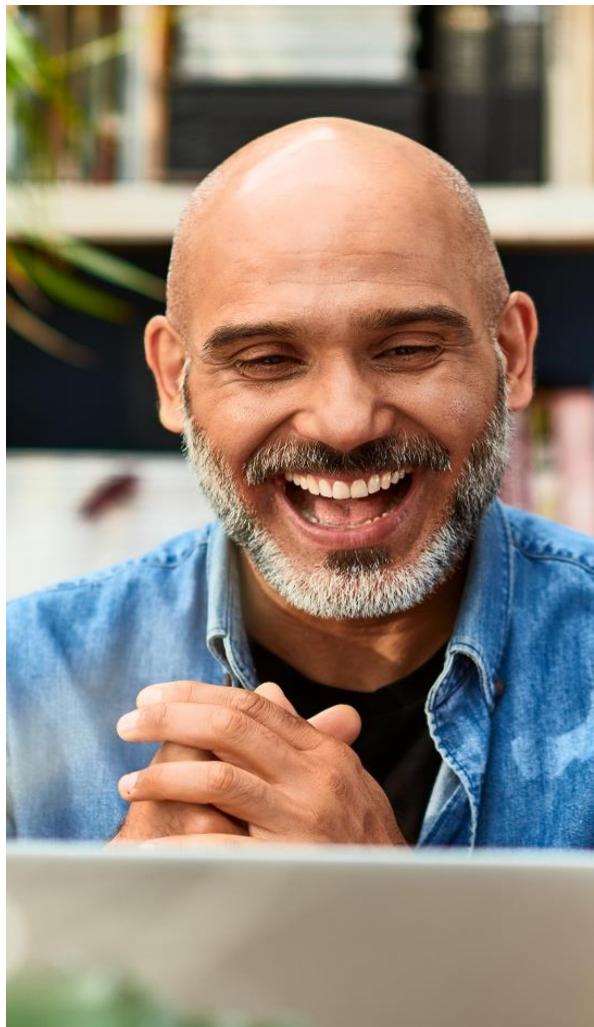
felt their learning from this session would help them to achieve their development objectives.



98%

felt confident that the session would enhance their ability to lead and influence others.

Participants shared the following testimonies:



“Amazing facilitator, fabulous course, the content was relatable and insightful. I would highly recommend it and can confidently say it was the best course I have been on in a long time.”

“Very engaging, I walked away feeling that I have learnt quite a few things and look forward to implementing that with the team members”

“The session will help me contribute more effectively to my team and improve psychological safety. I will try and make it easy for all members to speak up while challenging with skill to negotiate outcomes”

“This session gave me a much greater understanding /confidence when working with teams outside of my own, improving outcomes for my service users”

“This session will influence me in my role by working towards equal collaboration, promoting psychological safety through modelling of vulnerability and authentically appreciating challenge”

Summary of themes from participant feedback:

With the move to Integrated Care Systems and the rise of systems working, significant shifts in mindset skills and behaviours are required to foster a collaborative approach supporting elective recovery, integrated care and improved outcomes for service users.



Participants shared a greater understanding of and commitment to developing psychological safety in their teams.



Many comments shared an aspiration for increased staff engagement and promoting cultures of speaking up and active listening.



Participants said the session prompted them to reflect on their leadership style.



Attendees shared that the workshop increased their confidence and made them reflect on how to work across boundaries effectively.



Attendees felt the session and application of learning would support equality within teams and across organisations.

If you are interested in this training and further development opportunities, please visit our website: <https://eoe.leadershipacademy.nhs.uk/>. Please contact us to find out more: eoe@leadershipacademy.nhs.uk

We aim to make our events as inclusive as possible and welcome bookings from individuals with protected characteristics, from diverse backgrounds and from under-represented groups. If we can make any adjustments to enable you to access and participate in our events, please let us know. We also welcome any general comments on the inclusivity of our events.

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