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An Introduction to Leadership Circles

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This session is sensitive

Cameras On

Use the Chat

Raise your Hand

Mute your mic while others speak

Be aware of your surroundings

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Twitter Photo Competition

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Leadership Support Circles

Introduction

A series of short, themed online sessions based on 10 principles for leading compassionately through challenging times
A space for people managers at all levels to come together, share their experiences and be heard.
Circles are multi-disciplinary, interactive and provide evidence-based guidance and tools

Join at <https://people.nhs.uk/>

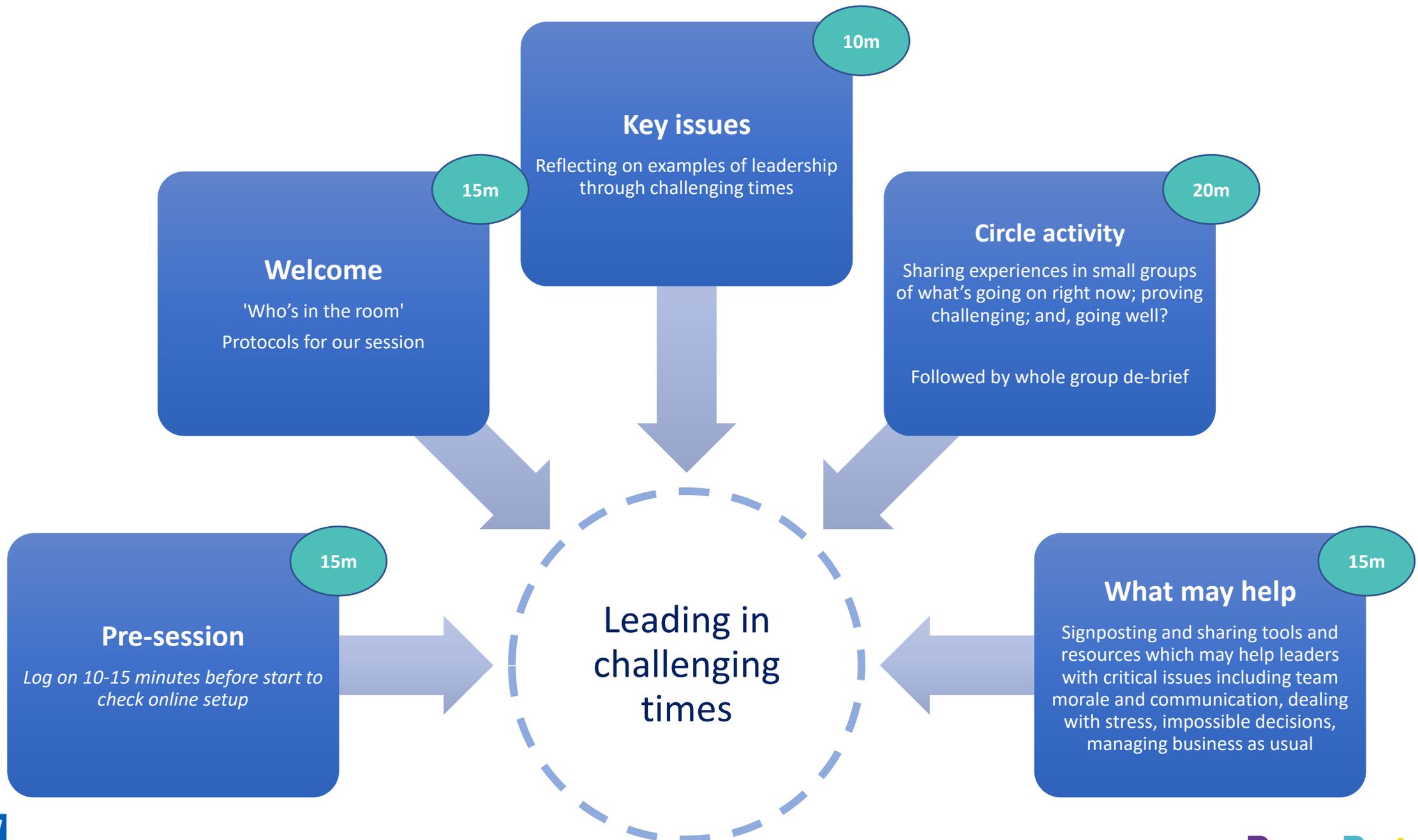


Leadership Support Circles

- A space for leaders to come together
 - ...share experience
 - ...be heard
 - and work through complex challenges
-
- Similar to Schwartz Rounds and Care Circles, with the accent on *leadership* rather than the patient care experience

Some protocols

- Chatham House
- Listening with respect
- Everyone who wants it receives air time
- Webcams on wherever possible
- Mute when not speaking
- Use chat for questions, concerns and spontaneous contributions
- No recording
- Be present
- Persevere



Mental health challenges facing healthcare workers

- Healthcare workers need to be prepared for the moral dilemmas they are going to face
- Team leaders should help staff make sense of the morally challenging decisions being made...
- ...[and] take note of staff who are just 'too busy' or repeatedly 'not available' [for de-briefs]
- All team leaders should be aware that no one is invulnerable

Mental health challenges facing healthcare workers

- “There is a wealth of evidence that having a supportive supervisor is protective of one’s mental health”
- ...supervisors are human too.... senior managers should keep an active eye on more junior ones and be proactive in checking on how they are doing
- Once the 'battle' has been won, supervisors should ensure that time is made to reflect on and learn from the extraordinarily difficult experiences to create a meaningful, rather than traumatic, narrative

Managing mental health challenges

- Is this new?
- What does it mean for leaders?
- And what does it mean for you personally?

Circle discussion

- In small groups:
- Take turns to speak, uninterrupted
- When not speaking, listen, allow pauses and hesitations

- Everyone should have a fair share of the air time to talk about:
 - What's going on for me right now?*
 - What's challenging?*
 - What's going well?*

10 evidence-based behaviours for leading through challenging times



1. Look after yourself



2. Speak candidly and compassionately



3. Set the emotional tone



4. Be inclusive in the way you lead



5. Maintain routines



6. Give yourself space to make the right call



7. Create safe spaces



8. Encourage everyone to talk



9. Look out for your team



10. Acknowledge the hurt

Further resources



Support for leaders through COVID-19

To help you lead your team compassionately and inclusively during these extraordinary times, we've developed a suite of leadership support offers.

Thank you for joining

Complete our quick survey:

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<https://llracademy.org/event-dashboard/>