

Clinical Leadership



Understanding teams: how they work and how to get the best from them

10/11 November 2017, De Vere Cranage Estate, Crewe

Workshop Chairs: Noel Baxter, Liz Wilson

Facilitators: Stephen Gaduzo, Katherine Hickman, Deirdre Siddaway, Helen Ward

You might be a member of a small practice team, leading a department or running a local respiratory interest group. Whatever your circumstance this event will help you to identify what makes your team tick and help challenge you to get the best from it. Most of us have to work with a team that is having problems at some point so together and supported by experts we will explore:

- The principles of teams and with real examples to demonstrate these
- Managing conflict both within teams and as we start to integrate social and health sectors – across teams too
- How to put on a different hat and adapt your leadership style – whilst maintaining your authenticity - to reach out to the tricky to handle team member
- Finding your voice in new organisations as they form, storm and norm
- Understanding culture, knowing what you can't control, doing what you can
- Succession planning – enabling people in your team to see themselves as leaders
- Looking after yourself and your team

Friday 10 November 2017

1200-1315	Arrive and buffet lunch	
1315-1330	Introduction to workshop In this session you will have an opportunity to get to know your fellow delegates so you can make the most of networking throughout the event	Noel Baxter, Liz Wilson
1330-1400	Hopes and fears Working with members of Leaders Faculty who are all experienced leaders and respiratory clinicians, you will share with colleagues your hopes and fears for these two days, so that you leave feeling your time has been well spent	Noel Baxter, Liz Wilson
1400-1500	Working in teams – a lifetime of experience! In quartets we will discuss two teams (good and bad), capture the themes that distinguish good and bad teams –and then feedback to large group. Group forming and finding voice	Noel Baxter, Liz Wilson, table facilitator
1500-1530	Coffee break	
1530-1630	What styles do you have in your team? Know your colours! Identify yourself as analyst / driver / amiable / enthusiast and link it to colours. How do you feel about people with other styles? How does that link back to the good and bad of teams? A physical and active session with self- reflection	Melissa Canavan, Stephen Gaduzo
1630-1800	Aligning your team, setting direction and understanding collective leadership in a team A session for learning theory, some application using simple real life examples and respiratory examples. A fact learning session	Catherine Blackaby
1800-1830	Protecting and nurturing your workforce: The Schwartz Round Here you will learn the principles of the Schwartz round and have the opportunity to experience it in practice The Schwartz Round origin The Schwartz Round – The Schwartz Center The Schwartz Round Newcastle	Noel Baxter



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Friday 10 November 2017 (cont.)

1930-2000	Drinks	All
2000	Dinner	All

Saturday 11 November 2017

0830-1000	Critical analysis and respiratory hot topics Two delegates who will have been offered in advance an opportunity to review a clinical paper will do a short presentation of what it means for them in practice. Our research lead, Helen will then take the group through a critique highlighting areas of critical analysis providing learning or the delegate group	Helen Ashdown
1000-1030	Policy update: what's new in respiratory policy?	Bronwen Thompson
1030-1045	PCRS-UK update	Noel Baxter
1045-1115	Coffee break and check-out	
1115-1200	Workshop A Teams and problems: How to develop a culture in your team? Culture eats strategy for breakfast - "The way we do things"	Catherine Blackaby
1200-1245	Workshop B Individuals and problems Working at the one to one level; problem types and some solutions – e.g. arrogant / despair / seen it done it	Catherine Blackaby
1245-1400	Workshop with working lunch Putting your plan together: In groups you will develop your aim, identify steps, measures, stakeholders, lift pitch , and what they need to do next	Noel Baxter, Liz Wilson
1400-1500	Presentation of projects Here you will the opportunity to present your plan as a group and to benefit from feedback from other groups as well as the faculty	
1500-1530	Revisit hopes and fears Revisit hopes and fears from day 1 to check objectives achieved and fears avoided	Noel Baxter, Liz Wilson
1530	Summary and close	Noel Baxter, Liz Wilson

Primary Care Respiratory Society UK wishes to acknowledge the support of Boehringer Ingelheim Ltd, Napp Pharmaceuticals Ltd and Pfizer Ltd in the provision of an educational grant towards this meeting.

Sponsors have no input into the content of this programme.



The Primary Care Respiratory Society, formerly known as the *General Practice Airways Group*, is a registered charity (Charity No: 1098117) and a company limited by guarantee registered in England (Company No: 4298947) VAT Registration Number: 866 1543 09
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