

AHP Leadership Placement

Luke Zubiena

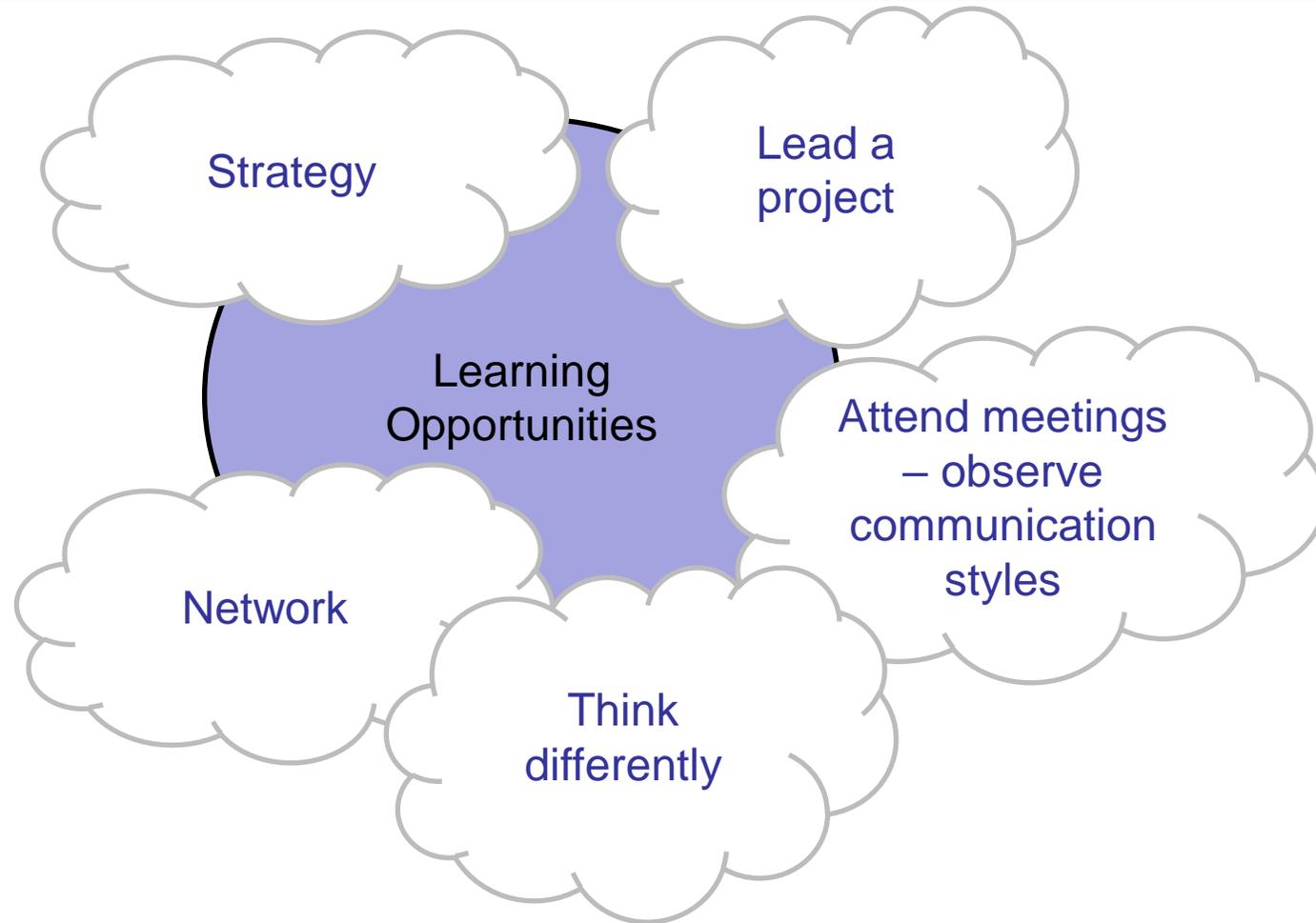
Final Year Physiotherapy Student
University of Brighton

Clinical/Leadership
Educators: Anne Canby
and Karen Poole



University of Brighton

Opportunities and Anxieties



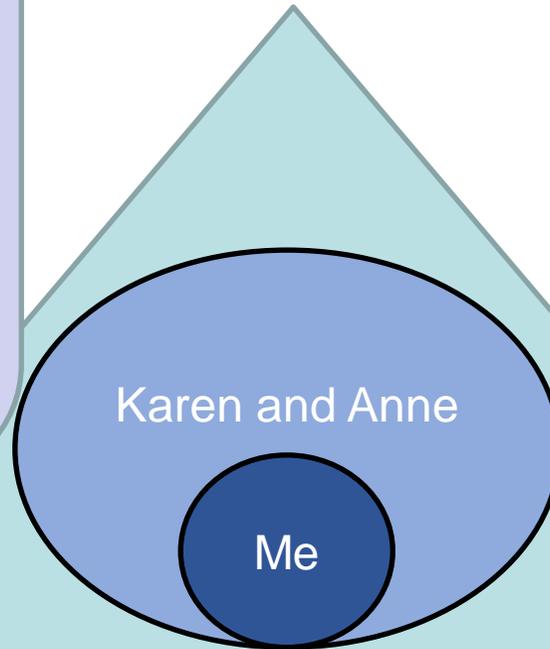
- What I Wanted to Achieve**
- Confidence to be a leader/manager
 - Insight – what goes on behind the scenes
 - How are policy decisions made?



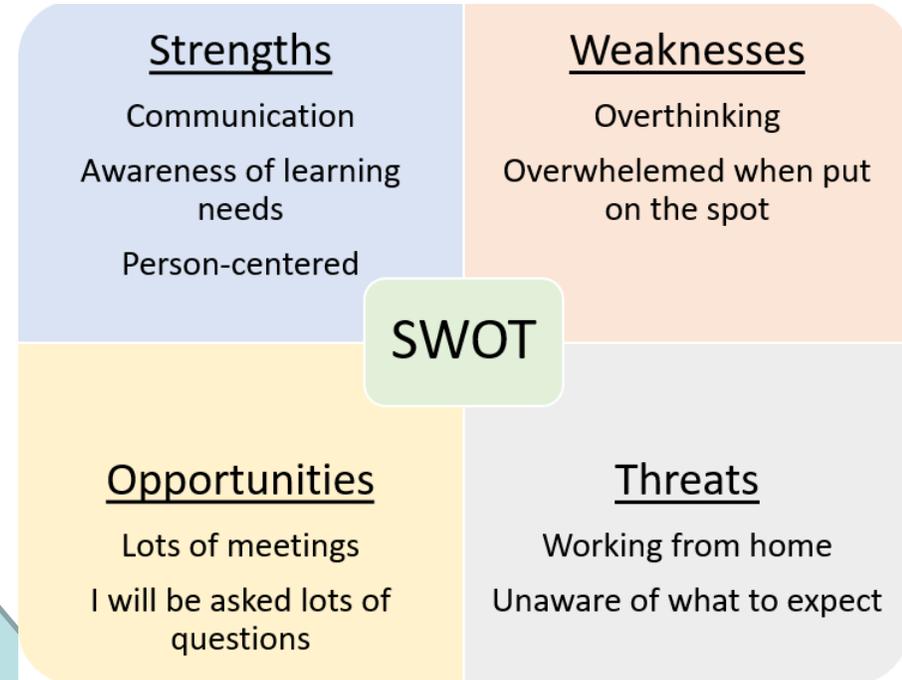
Assessment of Leadership Capability

	Essential	Proficient	Strong	Exmplary
Evaluating Information	█			
Holding to Account	█			
Sharing the Vision	█			
Inspiring Shared Purpose		█		
Connecting our Service	█			
Developing Capability	█			
Influencing for Results		█		
Engaging the Team	█			
Leading with Care		█		

ESHT Role Development toolkit = Used by all bands to evaluate their capabilities as a leader



Sphere of Influence = Those within your network who can have the greatest influence on a project



Project 1: To explore the needs of patients living with complex disability and their ability to access timely rehabilitation with the aim of developing a toolbox and guide for staff in what patients need in terms of access of review.

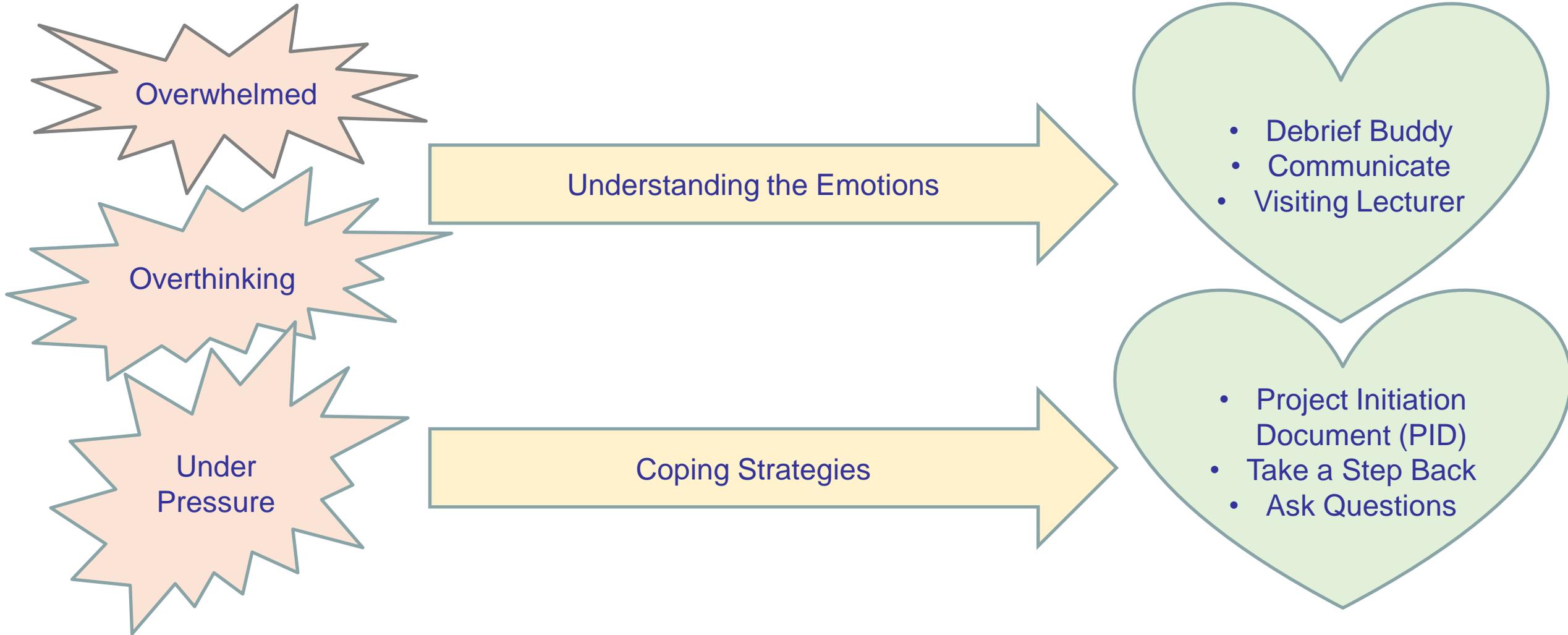
A tool to identify risk of unplanned admissions in those with complex disability

Action Plan that highlights the foundations required to build a more inclusive culture

Project 2: EDI and what's important for patients in terms of opportunities to access services. The aim might be to develop a guide for staff in terms of our communication and planning to ensure that we develop inclusive services.

- Whiteboard paper on my wall ✓
- Key documents in folders ✓
- Mind-Map ✓
- Who do I need to talk to? ✓

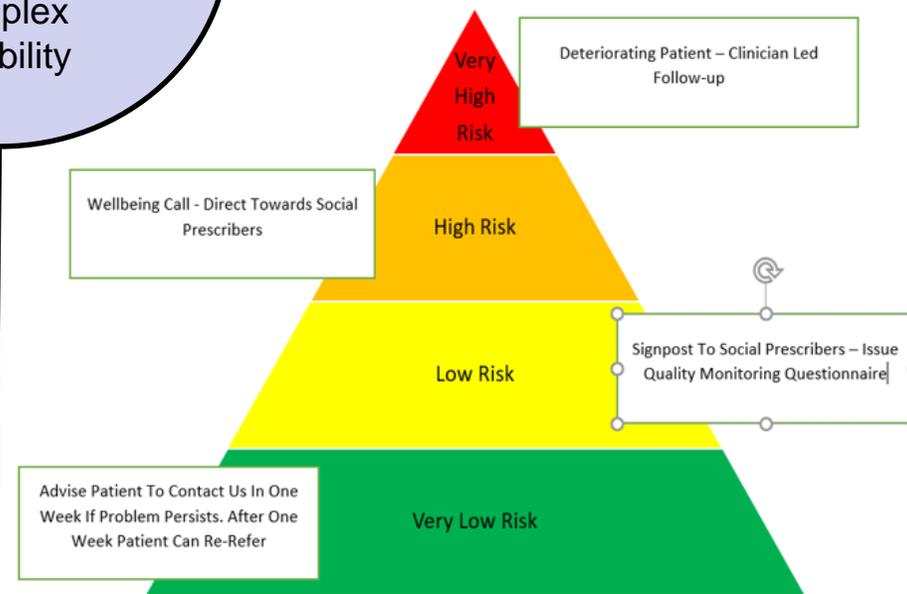
Developing my Leadership



Project 1

A tool to identify risk of unplanned admissions in those with complex disability

The Stratification Tool				
	Very Low (4 points)	Low (3 points)	High (2 points)	Very High (1 Point)
1 Clinical Stability				
2 Patient Activation (PAM)				
3 Social Support (MDSPSS)				
Risk Stratification Matrix				
Very Low Risk (3 Points)				
Low Risk (4-6 Points)				
High Risk (7-9 Points)				
Very High Risk (10-12 Points)				

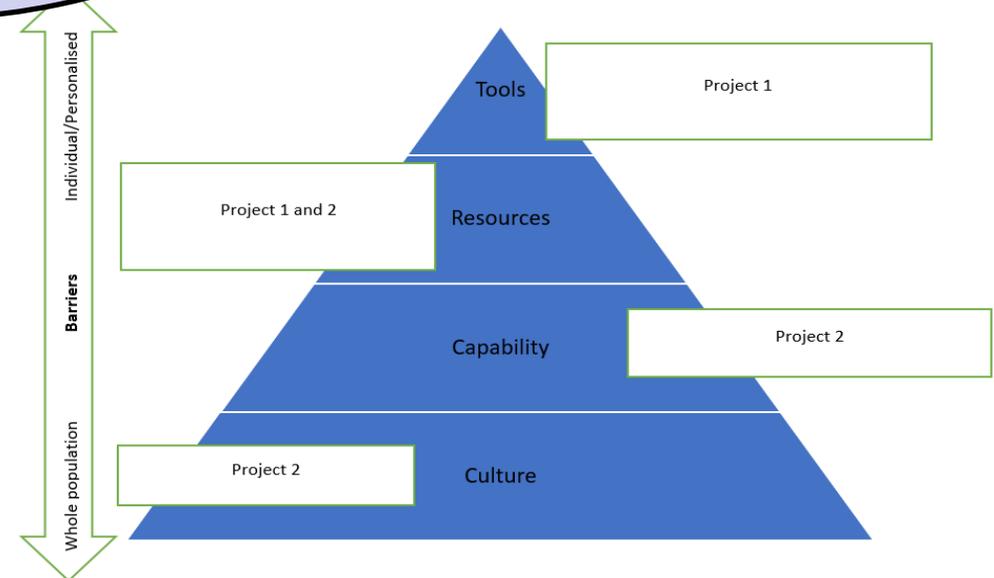


	Stratification Tool	The Accessibility Threshold
What It Does	Calculates the risk of unplanned admission in those with complex disability	Guide for most appropriate review pathway – keep people on our radar – needs based rehabilitation
Leadership Skills	Research (Outcome Measures, examples of stratification tools)	Collaboration (what options are there to help these patients)

Project 2

Action plan that highlights the foundations required to build a more inclusive culture

Leadership	Inclusive Culture	Understanding Our Population
Building an Assurance Framework	Training Opportunities	Data: Workforce/ Population
Embedding EDI Discussions	Celebrating Good News Stories	Lived Experience
EDI Leads/ Champions	Embedding Inclusive Service Design	Outcomes and Evaluations

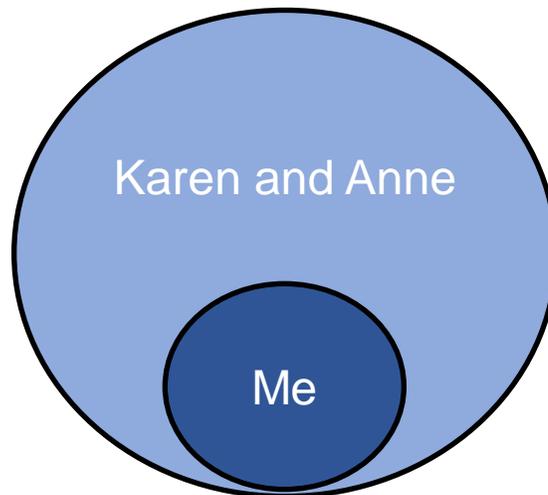


	Action Plan	How We Build Inclusive Services
What it Does	Highlights the foundations required to build a more inclusive culture	How the projects fit together – How we build inclusive services
Leadership Skills	Situational Communication (with colleagues from all levels) Negotiating – taking ideas out	Influencing (Selling the project) Planning (Where are the projects going? And how are they connected?)

My Leadership Development

Me – Week 1

	Essential	Proficient	Strong	Exmplary
Evaluating Information	█			
Holding to Account	█			
Sharing the Vision	█			
Inspiring Shared Purpose		█		
Connecting our Service	█			
Developing Capability	█			
Influencing for Results		█		
Engaging the Team	█			
Leading with Care		█		

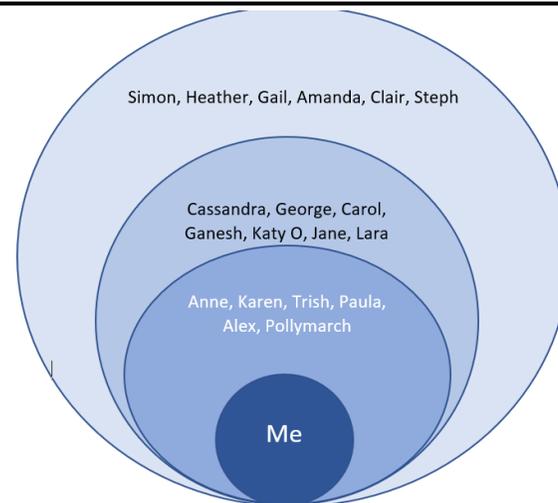


<p><u>Strengths</u></p> <ul style="list-style-type: none"> Communication Awareness of learning needs Person-centered 	<p><u>Weaknesses</u></p> <ul style="list-style-type: none"> Overthinking Overwhelmed when put on the spot
<p><u>Opportunities</u></p> <ul style="list-style-type: none"> Lots of meetings I will be asked lots of questions 	<p><u>Threats</u></p> <ul style="list-style-type: none"> Working from home Unaware of what to expect

SWOT

Me – Week 5

	Essential	Proficient	Strong	Exmplary
Evaluating Information	█			
Holding to Account		█		
Sharing the Vision	█			
Inspiring Shared Purpose		█		
Connecting our Service		█		
Developing Capability	█			
Influencing for Results		█		
Engaging the Team		█		
Leading with Care			█	



<p><u>Strengths</u></p> <ul style="list-style-type: none"> Develop coping strategies (put on the spot) Managing under pressure Less blinkered 	<p><u>Weaknesses</u></p> <ul style="list-style-type: none"> Overthinking Too ambitious
<p><u>Opportunities</u></p> <ul style="list-style-type: none"> Chance to work on projects when I am a B5 	<p><u>Threats</u></p> <ul style="list-style-type: none"> Become blinkered again

SWOT

