### Healthcare Leadership

**Healthcare Executives, The Essentials for Excellence in Leadership and Management**  
FMLM October 2019  
Dirk Pickuth is Professor of Radiology and Medical Director of the Caritas Hospital Foundation Trust, Saarbrücken, Germany. He studied in London and Edinburgh, was a clinical research fellow at the Royal Marsden and is now a visiting professor at the University of East Anglia. Explaining the impetus behind the guide, he said: “I am wholeheartedly Anglophile. My experiences of living and working in the UK alongside people from a wide variety of backgrounds and cultures impressed and influenced me deeply. My affinity for Britain and the NHS stems from a passionate appreciation of the great traditions of healthcare excellence, academic research and clinical teaching in British medicine.”

The role of the NHS provider chair — a framework for development  
**NHS Improvement** 1 November 2019  
Certain core characteristics are essential in ensuring success and effectiveness in the chair role. The framework describes these core chair competencies, in the context of the NHS principles and values in the NHS Constitution.

Leadership in strengths-based social care  
**Social Care Institute for Excellence (SCIE)** October 2019,  
This Insights briefing aims to develop our understanding of and provide practical advice about leading strengths-based approaches and practice that support adults with social care needs. The briefing identifies the key leadership behaviours and practices associated with successfully implementing and embedding strengths-based social care. It draws on interviews with leaders in adult social care and a review of the literature. Illustrative case studies are provided throughout.

Listening to digital health innovators  
**NHSx** October 2019  
The NHS Digital Academy is a virtual organisation set up to develop a new generation of excellent digital leaders who can drive the information and technology transformation of the NHS. The second cohort is currently underway; with a third due to start in April 2020. The Topol Programme for digital fellowships in healthcare began with its first cohort earlier this month. This is part of an ambition to implement technologies such as genomics, digital medicine, artificial intelligence and robotics at a faster pace and on a greater scale than anywhere else in the world.

Leadership Outlook  
**NHS Leadership Academy South West** October 2019  
This issue of Leadership Outlook has a focus on primary care

Treating the "Not-Invented-Here Syndrome" in Medical Leadership: Learning From the Insights of Outside
Myers CG, Sutcliffe KM, Ferrari BT.
*Acad Med.* 2019 Oct;94(10):1416-1418

Leadership capabilities of physiotherapy leaders in Ireland: Part 1 physiotherapy managers.
McGowan E, Elliott N and, Stokes E.

Leadership capabilities of physiotherapy leaders in Ireland: Part 2. Clinical specialists and advanced physiotherapy practitioners.
McGowan E, Elliott N, Stokes E.

How can general leadership theories help to expand the knowledge of lean leadership?
Seidel, A et al
*Production Planning & Control*, 10 December 2019, Vol.30(16), pp.1322-1336

Reflections on a leadership development program: Impacts on culture in a surgical environment.
Vitous CA, et al
*Surgery.* 2019 Nov;166(5):721-725

EBP Implementation Leadership of Frontline Nurse Managers: Validation of the Implementation Leadership Scale in Acute Care.
Shuman CJ et al

Making the NHS the Best Place to Work
*NHS Employers*, 10th October 2019
Support for engagement to improve our people’s experience at work. Building the NHS as the best place to work. Successful approaches to engagement – reducing variability. Listening to and working with our people to understand and improve their experience at work. Sharing feedback on making the NHS the best place to work and helping to shape a new Core Offer

Developing allied health professional leaders — an interactive guide for clinicians and trust boards
*NHS Improvement*, October 2019
A guide to professional development opportunities and possibilities to support allied health professionals (AHPs) lead at all levels. This interactive guide describes the common features of the AHP leadership journey, by combining insights and evidence from trust chief executives and chief AHPs. Its primary audience is aspiring AHP leaders and those with responsibility for developing the AHP workforce. It will also interest trust boards, commissioners and other system leaders, keen to recognise the AHPs’ potential for leading and delivery transformation across the health and care infrastructure.

Volume recruitment in the NHS - recommendations for employers
*NHS Employers* and *Professional Psychology Ltd* 14th October 2019
The report outlines recommendations to help modernise recruitment practices in your organisation. It includes tips on a wide range of topics, including encouraging equality and diversity through recruitment processes, advice on how to run assessment centres and recommendations on how to advertise job roles and attract the right staff for your organisation. The report brings together findings from ten NHS organisations engaged in
innovative recruitment practices. Three external organisations (The College of Policing, The Government Recruitment Service and easyJet) gave examples of their work around volume recruitment, which can provide ideas for employers in the NHS.

Equality

Sarah Amani is the Digital Champion of the Year
Sarah Amani from Oxford Health was named the Digital Champion of the year at the first ever Black and Asian Minority Ethnic (BAME) Health and Care Awards in London on Thursday, October 17 2019. Sarah works as a senior programme manager for the NHS England (South) funded South of England Early Intervention in Psychosis Programme and was awarded for her achievements on two fronts: setting up the Shuri Network for women of colour and developing numerous digital tools to improve patient outcomes in her specialist area. More about the Shuri Network here. The 10 National BAME Health and Care Award Categories are here.

BMA Equality Matters
BMA. Web pages updated October 2019. See also Daphne Romney QC report here Report into sexism at the BMA published, BMA web page
The BMA has introduced "initial development of bespoke face-to-face training for all members in elected roles and for chairs of committees on inclusive leadership

Mentoring


Leadership books

Leadership with impact: preparing health and human service practitioners in the age of innovation and diversity Araque, Juan C and Weiss, Eugenia L., 2019 Oxford University Press

Systems leadership in health and social care Edmonstone, John, 2019 Routledge

Textbook of medical administration and leadership [electronic resource] Loh, Erwin et al 2019 Springer

This bulletin is based partly on the leadership blog for Thames Valley and Wessex Leadership Academy: https://blogs.bodleian.ox.ac.uk/tvw-knowledge-hub/home/
Need further help? The outreach team at the Bodleian Health Care Libraries is here to support the information needs of all OUH Trust staff.
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