



Good leadership

Carrie Biddle and **Victoria Harris** take a look at how the RCSLT's updated leadership guidance can support best practice

The last year has provided unrelenting challenges for leaders everywhere, and prompted many discussions along the way about what good leadership looks like.

In December, the RCSLT updated its leadership guidance (see: bit.ly/RCSLTleaders). Against the backdrop of the pandemic, it was a timely endeavour, with co-authors drawn from across the four nations to support leadership development in the profession, and with recommendations included from members.

Good leadership leads to good outcomes in many ways:

- It harnesses the full potential of the workforce to deliver the best patient outcomes. People with communication and swallowing needs require high-

quality, safe, effective, sustainable speech and language therapy services. This can only be achieved with a clear vision, and a shared purpose delivered with effective professional and clinical leadership.

- It results in better staff motivation and wellbeing. Good leaders ensure they check in regularly with others and actively seek opportunities to engage

with people. Employees who feel listened to, supported and valued bring their best selves to work and are more likely to stick around. They are also more likely to seek out opportunities for personal improvement and service development.

- By building capacity and confidence in people, good leaders understand their responsibility to provide professional



Good leadership leads to good outcomes

development opportunities and talent management programmes to grow future leaders.

- Developing yourself as a leader is motivating, fulfilling, and enables you to utilise your strengths to maximise impact.

New guidance

The RCSLT places a high value on leadership. It's embedded into the student SLT curriculum, newly qualified practitioner goals, and the competencies for lifelong learning. We're committed to supporting members to grow capabilities and confidence as



KEY TAKEAWAYS

Leadership

1 Leadership is a 'me to we' experience

The new guidance supports the development of resilient, inclusive and transformational leadership.

2 No one leads in a vacuum

The ability to connect with others and utilise their experiences to support change for the better defines the actions of great leaders. In the new guidance, you'll find sections on building networks, leading teams, and quality improvement. There are also

leaders at all levels.

In order for SLTs to become effective leaders, they need to keep pace with the clinical and professional landscape, and respond to it proactively. They also need to keep an eye on the horizon, to be ready to innovate when needed and expand their area of practice.

Each section of our new leadership guidance pulls together a selection of materials, offering starting points, reflective pieces, and key resources on different aspects of leadership.

We recommend you use the section headings to identify where to dip in and out in ways that provide a learning experience tailored to your personal leadership learning objectives. 📌

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sections exploring different leadership roles, leading in the education and development of others, leading with care in patient safety, as well as clinical business skills.

3 21st century leadership is required

The future of health and social care relies on us to ensure we have the strategic leadership skills to bring people together within complex, dynamic systems and situations. The section on strategic leadership in the guidance has this covered, and information is provided about policies, strategies and national leadership programmes across all four nations of the UK.

ONLINE LEARNING

MND webinars

The Motor Neurone Disease (MND) Association has launched a free monthly webinar series for health and social care professionals.

Each webinar features subject experts on different aspects of MND care, including cough augmentation, speech and language therapy, Kennedy's disease, and psychological care.

- 🔗 For a full list of subjects and speaker information, visit: bit.ly/3ppFQA8

Speak up!

Encouraging a healthy 'speaking up' culture for the benefit of patients and workers alike is the aim of a new online training programme from Health Education England.

Freedom to Speak Up in the Health Sector is a three-part e-learning series that's relevant for all healthcare workers, from students and volunteers, through to senior leaders.

- 🔗 More information about the programme can be found at: bit.ly/3affVoa

Compassionate care

Talking to relatives – COVID-19 compassionate phone communication is a framework developed by palliative care doctors for use by other healthcare workers.

Covering concepts such as uncertain recovery and tips for compassionate conversations, the guide is available via the Learning Hub: a digital platform that provides easy access to a wide range of education and training resources for health and care professionals (see: bit.ly/3t53Slh).

- 🔗 Follow the Learning Hub on @HEE_TEL