

Personal Resilience as a critical tool for successful management and leadership

RCN Management and Leadership Forum
Fringe Event Sunday 14th May 2017



Steering Committee Presenters & Facilitators

Sally Bassett
Lesley Doherty
Christopher Butler
Lindsey Scott
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The Management and Leadership Forum

- Committee 'relaunching' the Forum this year, with new membership
- **Please use the flip charts** to identify your priorities for the forum
- Election for new 'Chair' in progress
- Vacancies on committee to be 'advertised' soon
- We have drafted a Charter and the web-page will be live soon

Why is personal resilience so important today?



Newspaper headlines: NHS 'returns to 1950s' and tax bills to rise – Mail & Telegraph 10/2/17

NMC Nursing & Midwifery Council

The Code

Professional standards of practice and behaviour for nurses and midwives

- prioritise people
- practice effectively
- preserve safety
- promote professionalism and trust



Critical importance for you as a manager / leader

Family'n Friends



Emotional health



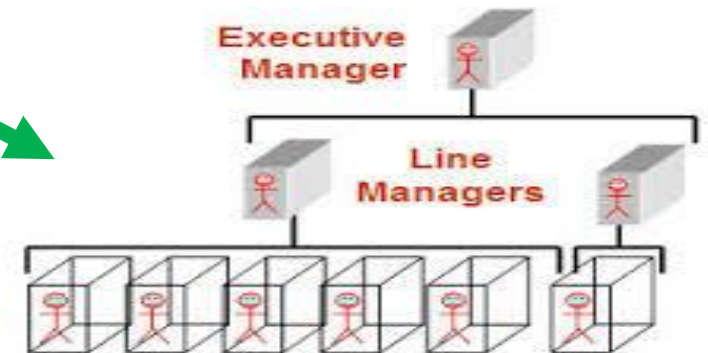
Physical health



Executive Manager

Line Managers

Staff Positions



Emotional Resilience

TRAITS:

- Emotional awareness and intelligence
- Perseverance
- Internal focus of control
- Optimism
- Support
- Sense of humour
- Perspective
- Acceptance

'Its not that I am so smart, I
just stay with the problems
longer'

Albert Einstein

'To make the growth choice
instead of the fear choice a
dozen times a day is to move a
dozen times a day towards self-
actualisation'

Maslow

How do you 'bounce' – what tools do you need

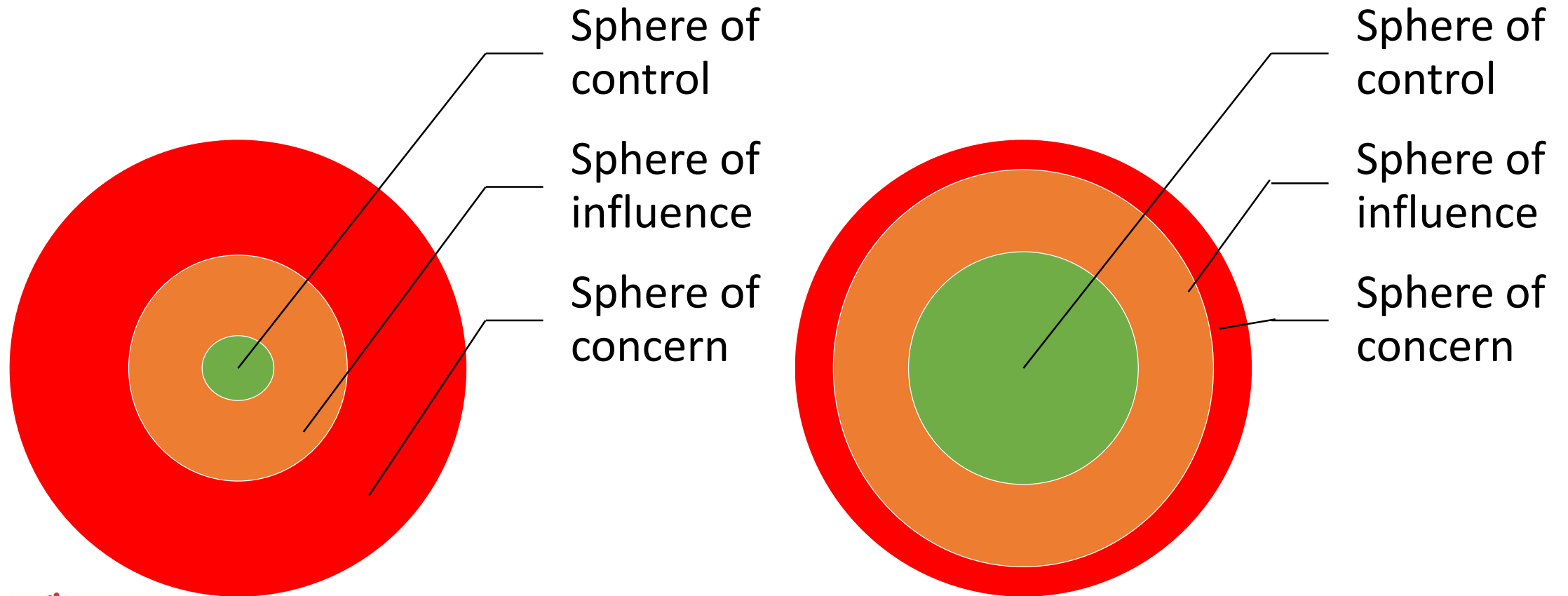
FIRSTLY resolve to take positive steps to enhance your personal resilience by.....

- Setting some targets to improve your physical health
- Reflect on your emotional health, resilience and behaviours...action plan to enhance how you manage and cope with stress and pressure

SECONDLY reflect on how you manage and lead your team so that they are supported and resilient in their own behaviours / lives.

Small steps.....targets.....action plan.....celebrate success

In summary – shift the focus of our behaviours and actions into your sphere of control



A personal story

Vinice Thomas



Discussion – facilitator Christopher Butler

1. What currently helps you ?
2. What gets in the way ?
3. What are you going to change ?
4. Make a promise to yourself ?

Be + Do = Have

What is it that you really want to achieve as a leader, manager and as a person?

Who do you need to “be” ? What do you need to “do”? to “have” the outcome you want

What can you take from any particular situation, demanding or easily accomplished that will help you achieve your plan for Be + Do = Have?

Sally Bassett



Useful links and resources

Stress and you: a short guide to coping with pressures & stress. Sep 15

RCN publication available via website.

Code 004 966.

Healthy you assessment worksheet. Oct 15

RCN publication available via website.

Code 005 539

Beyond breaking point [RCN survey report]. 2013

RCN publication available via website.

RCN Bullying and Harassment online advice sheet.

Headspace App – meditation and mindfulness.