



Building healthier teams



Develop Your Skills

Supporting Workbook

**"Our leadership development is
really important at UHB"**



Bring people with you

““When we are making any decision, we have to be collaborative in our approach.”

“It’s really important to have a purpose, why we are doing it.”

Ayesha talks about key leadership skills that our leaders, and future leaders can think about. Being collaborative and bringing a team with you, particularly during times of change, is important. The purpose of what is being done must be shared and explained. Things that need improving won't get better if we keep doing what we've always done.

- People need to understand the 'why'.
- As a leader, it's important to be clear about why things need to change.
- Make sure you know the background. Do your research.
- Be ready to answer questions and challenges.

Notes and reflections:

Never stop developing your leadership skills

 **"When I joined UHB, I've been asked to do this Welcome to Leadership programme. I was really happy with this, because it covers all the different aspects that are required for all our leaders."**

"I think this is the basic stuff, if all the managers and leaders would do it, they would have an understanding how to manage their teams, how to manage the individuals."

"I would encourage for all managers and the leaders within the organisation to do this basic programme in their own pace and time."

Whether you're just starting out on your leadership journey, or you've been managing people for a while, Ayesha advocates completing the Welcome to Leadership Program. It is closely aligned with UHB values, the behaviours we want to see from all colleagues, and our People Promises. Ayesha makes a good point in that these skills are completely transferable. If you lead and manage people, Welcome to Leadership gives you the toolkit to do this successfully at UHB now, and in the future. The program can be completed at your own pace and is available in several formats (video, audio, workbook) so you can choose what works best for you.

-  The Welcome to Leadership Programme is available now and can help you build credibility as a leader.
- It is a course for aspiring, new, or seasoned managers at UHB to develop the seven fundamental skills of an effective leader.
- This means it's available to anyone – so if you're developing your career but don't manage people yet, you can still sign up and learn.
- Sign up and complete at your own pace - uhb.welcometoleadership.com

 Notes and reflections:

Develop your soft skills – leaders are role models

“Whatever you’re going to do, what sort of behaviours you’re going to exhibit, the team is going to follow the same thing. I think that’s really, really important to just think in that way.”

Ayesha highlights that technical skills alone do not enable you to excel as a leader. Your soft skills and behaviours are vital, because as a leader of a team, what you do and demonstrate is often mirrored by your team.

- 👉 Think about the soft skills that you have.
- What needs developing?
- How positive is your team?
- What is in your control and how can you influence it?

 Notes and reflections: