

Support for Leaders



**Renny Wodynska, Head of Area, Skills for Care
Shirley Way, Locality Manager, Skills for Care**

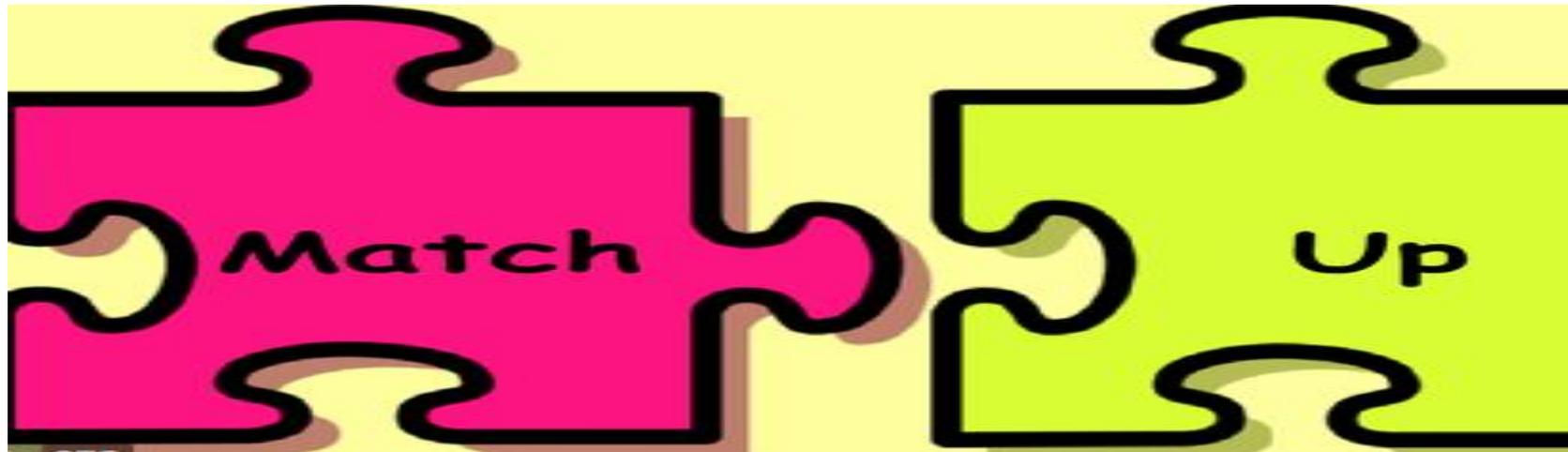
Natalie Dibble, Registered Manager, St Mary's Nursing Home





Leadership and management: what's the difference?

Identify the five statements which you think best describe management activity and the five statements which best describe leadership activity.





Leadership and management: what's the difference?

Match Five activity

1. Focusing on the future L or M	2. Maintaining day-to-day functions L or M	3. Emphasising interpersonal behaviour L or M	4. Monitoring outcomes and results L or M	5. Being improvement oriented L or M
6. Facilitating change and development L or M	7. Assuring quality in all that is delivered L or M	8. Being efficiency oriented L or M	9. Ensuring that work gets done L or M	10. Establishing orderly structures L or M



Leadership and management: what's the difference?

Match Five activity

1. Focusing on the future _____	2. Maintaining day-to-day functions	3. Emphasising interpersonal behaviour	4. Monitoring outcomes and results	5. Being improvement oriented
L or M	L or M	L or M	L or M	L or M
6. Facilitating change and development	7. Assuring quality in all that is delivered	8. Being efficiency oriented	9. Ensuring that work gets done	10. Establishing orderly structures
L or M	L or M	L or M	L or M	L or M



Management is...

Management in its broadest sense is about the systems and processes required to deliver current services efficiently and effectively:

- setting aims, objectives and performance indicators
- planning how progress will be made or a goal achieved
- controlling the process i.e. measuring achievement against a plan and taking corrective action where needed
- setting and improving organisational standards



Leadership is...

Direction

- Leaders are concerned to find ways forward, to generate a clear sense of movement and direction

Inspiration

- Leaders may have ideas and articulate thoughts that are strong motivators for the working team, creating a directional energy

Building teams

- Leaders see teams as the natural and most effective way of working and spend their time in encouraging and coaching

Example

Leadership is example, it is not only what leaders do that affects others in the organisation, but how they do it.

Acceptance

- Managers can be designated by title, but do not become leaders until that appointment is ratified in the hearts and minds of followers



In a nutshell

It ain't what you do, it's the way that you do it...

“Management enables the organisation to function, leadership helps it to work well.”



Don't forget to evidence

If it is not recorded it has not happened!





Have you spotted future leaders?

- Plan ahead – don't leave things to chance – [workforce planning](#)
- Identify future potential manager – nurture and develop – [Developing New Managers and Deputies](#)

[Succession planning - Practical ways to succession plan](#)



Networks

- Registered Managers
- Deputy/Senior Development Network
- **Additional Networks - Learning Disabilities/Learning Providers inc. In house Trainers/Quality Assurance Leads**
- Nominated Individuals





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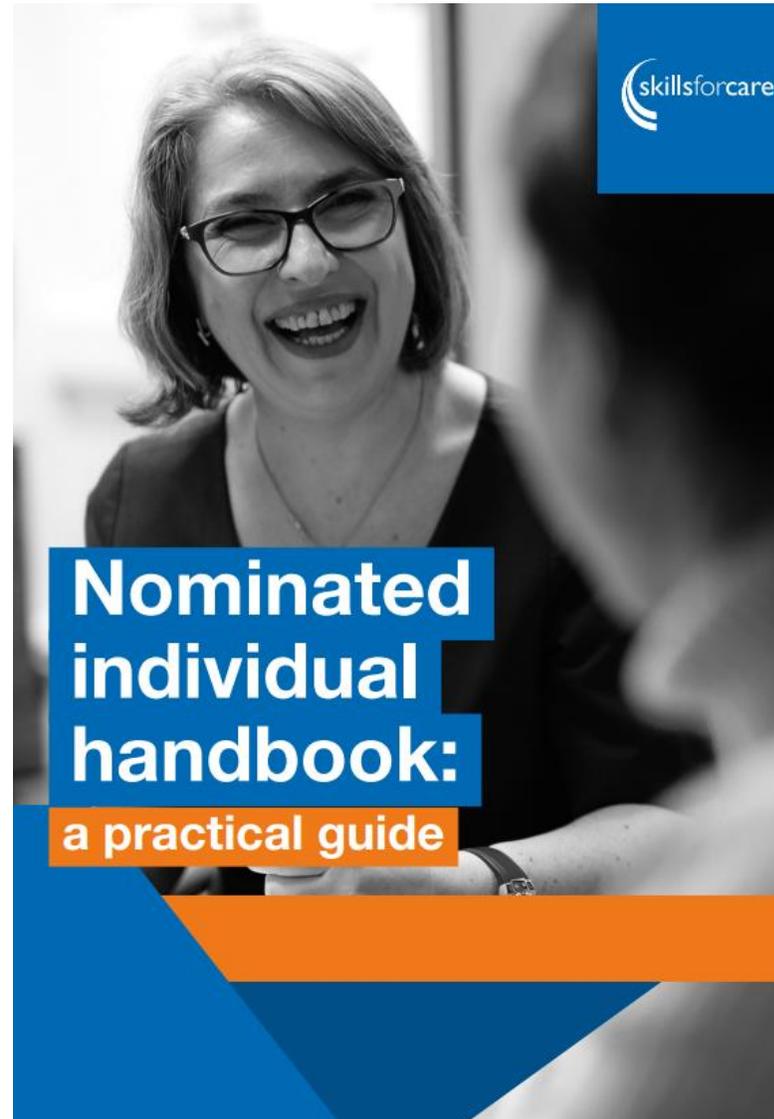
Nominated individuals

- Standards and regulations in the sector
- CQC expectations
- Develop yourself as a leader
- Support for registered managers
- Quality of care
- Safe staffing
- Build and maintain external relationships
- Shape the culture of your service
- Networking with other nominated individuals

National event in partnership with CQC - November 2022



Coming this month ...



New NI handbook

- **Quick start guide**
- **The role of the NI**
- **Raising the profile of the NI**
- **Promoting a positive workplace culture**
- **Governance and quality**
- **Understand the business**
- **Working in partnership with the RM**
- **Working with the wider community**
- **Digitising social care**
- **Legislation: A quick guide**



My journey as a leader and manager

Natalie Dibble, Registered Manager, St Mary's Nursing Home, Stone

- **How did I get here**
- **What training and support did I access**
- **What were the challenges**
- **Top Tips to being a good leader/manager**



- [Leadership Qualities Framework](#)
- [Developing Leaders & Managers](#)
- [Leadership Programmes and CPD](#)
- [Digital Learning Modules](#)
- [Managing People](#)
- [Managing a Service](#)
- [Manager Membership](#)
- [Midlands Leadership Academy](#)



Further support



Contact your Locality Manager

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