

-
- #myhcpcstandards webinar

- Leadership: the updated Standard of Proficiency. #myhcpcstandards webinar


- Florence Milliken, Professional Liaison Consultant, HCPC

hello
my name is...



Dr Kate
Granger
MBE

Florence Milliken BSc Hons Physiotherapy. SRP.

hello my name is...


David Cairnduff

Senior Organisational Development manager in
Belfast Trust

Leadership

Professional Liaison Service

What the updated leadership standards actually say?

What is leadership?

How does it all relate to me?

Some helpful resources.

Overview of the session

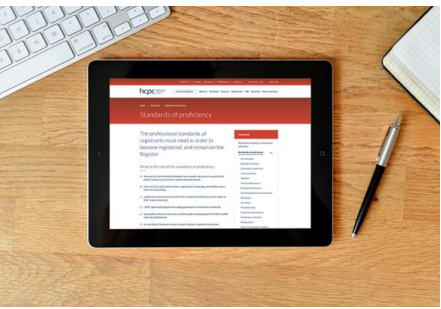
Standards of conduct, performance and ethics

Hearing aid dispensers

Continuing professional development and your registration

What has changed?

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Previous standard: 13.3 understand the concept of leadership and its application to practice

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Updated standards

8.6: understand the qualities, behaviours and benefits of leadership

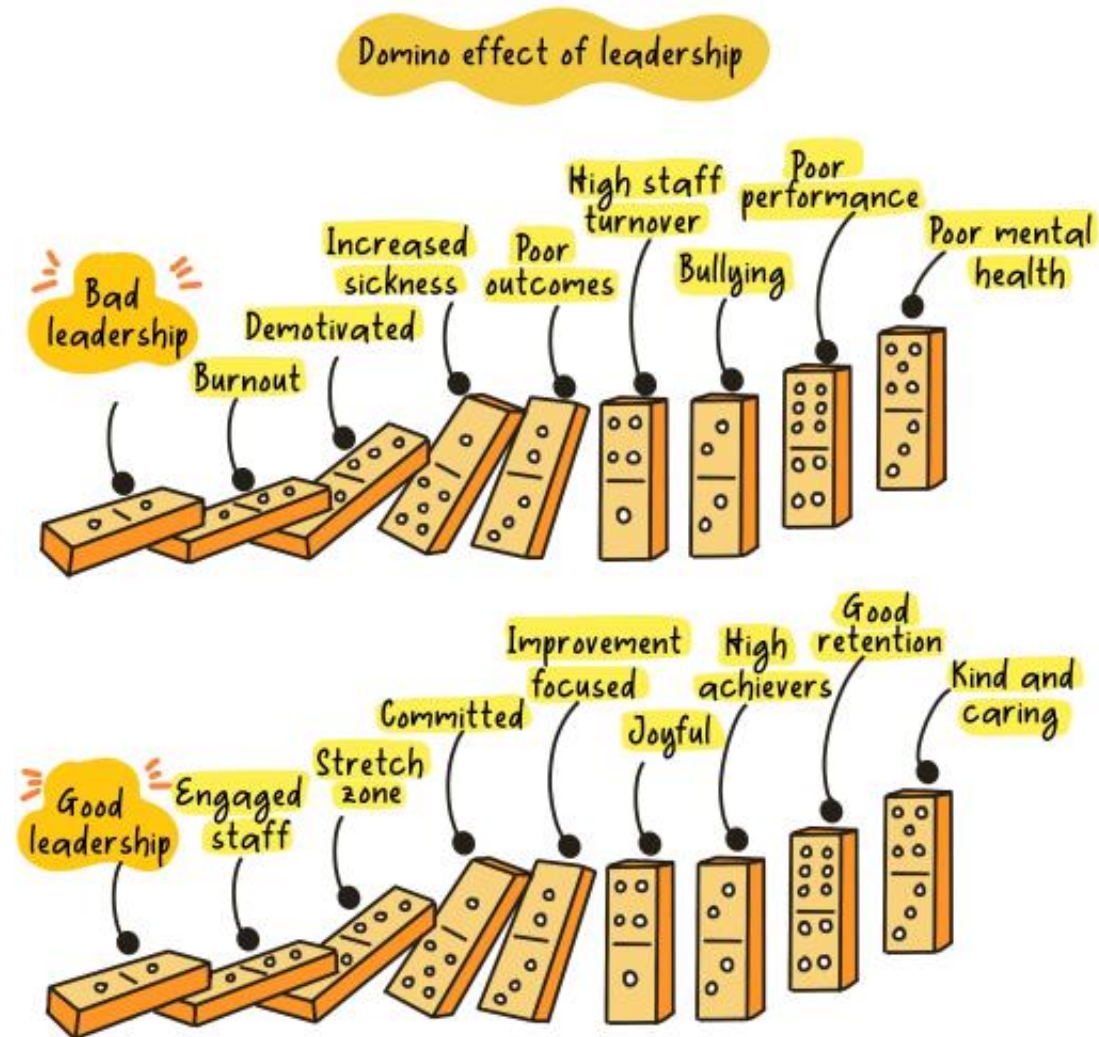
8.7: recognise that leadership is a skill all professionals can demonstrate

8.8: identify their own leadership qualities, behaviours and approaches, taking into account the importance of equality, diversity and inclusion

8.9: demonstrate leadership behaviours appropriate to their practice

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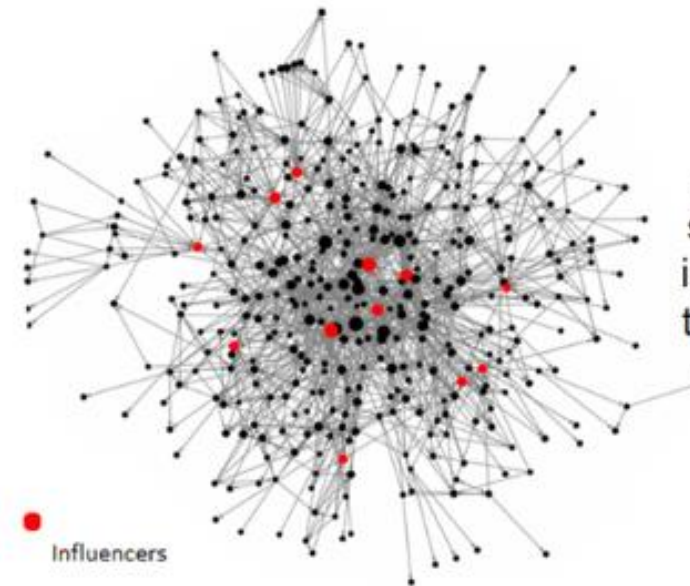


“We take moments where we truly are a leader and we don't let ourselves take credit for it, or feel good about it.”

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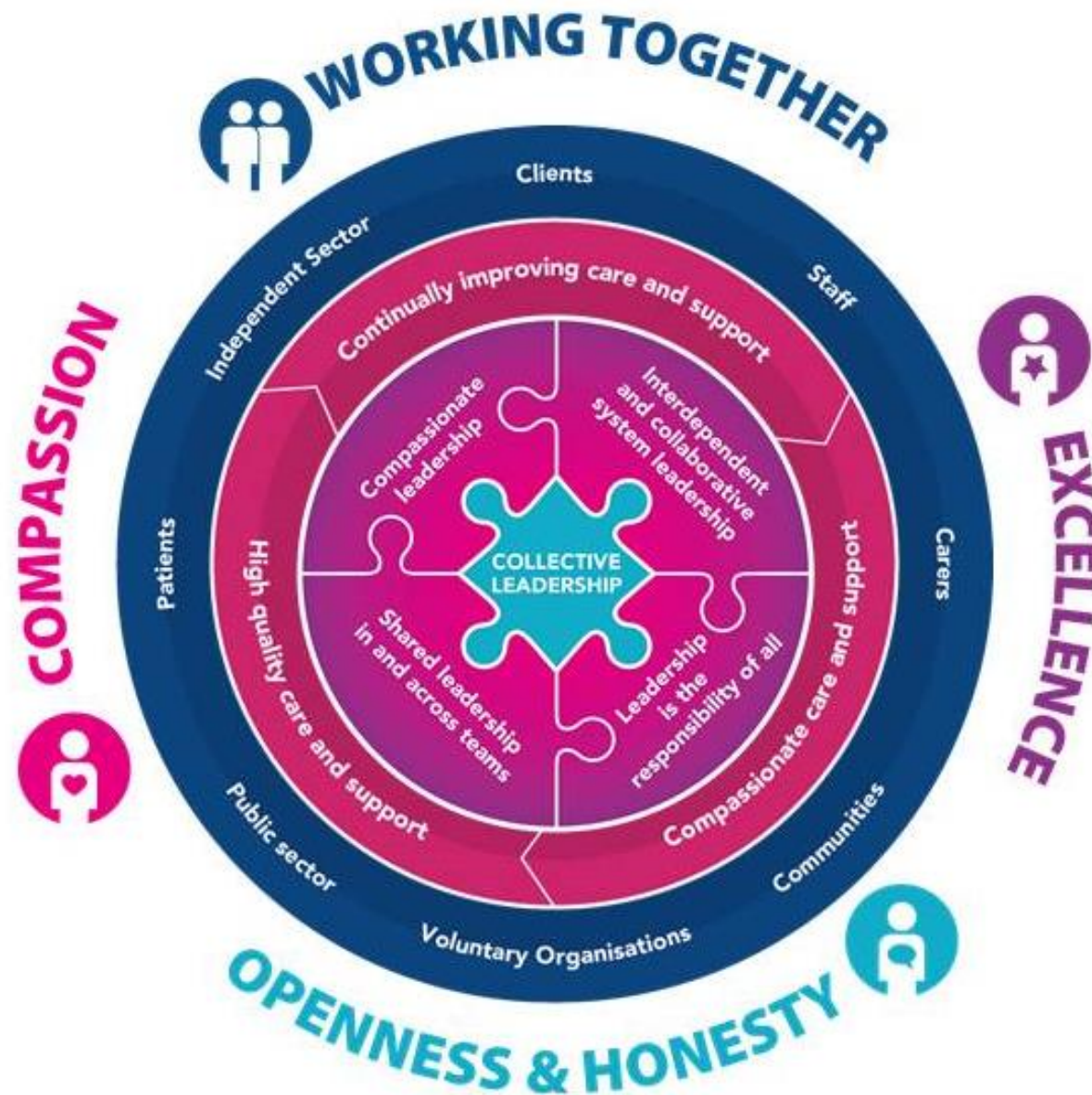


Find the 3% “super-connectors”!



Just 3% of people in the organisation or system typically influence 85% of the other people

Source: Organisational Network Analysis by Innovisor
 @HelenBevan #Rainmaker2019



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Collective leadership means everyone taking responsibility for the success of the organisation as a whole – not just for their own jobs or work area.

This contrasts with traditional approaches to leadership, which have focused on developing individual capability while neglecting the need for developing collective capability or embedding the development of leaders within the context of the organisation they are working in”

Benefits of Collective Leadership

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- Empowers staff – leadership can shift according to take and expertise
- Can increase workers' intrinsic motivation and deepen their job satisfaction
- Generates more innovative, sustainable ideas and solutions
- Improves diversity and input into decision making
- Impact on Patient/Service User experience

(Harvard, 2022; King's Fund, 2014)

**Leadership is about
making others better as
a result of your presence
and making sure that
impact lasts in your
absence.**

SHERYL SANDBERG

- 8.6: understand the qualities, behaviours and benefits of leadership
- **8.7: recognise that leadership is a skill all professionals can demonstrate**
- 8.8: identify their own leadership qualities, behaviours and approaches, taking into account the importance of equality, diversity and inclusion
- 8.9: demonstrate leadership behaviours appropriate to their practice

Myths about leadership



8.7: recognise that leadership is a skill all professionals can demonstrate



The “Attitude” pose in ballet.

01

Write five words that describe you.

02

Ask nine people to do the same (3 family members, 3 co-workers, and 3 friends).

03

Compare the answers with your own assessment:

[How to Conquer Your Blind Spots. The elephant in your life | by Gustavo Razzetti](#)

Goals

Value = Goals = Behavior = Self-esteem

What is your goal in life?
Because that will
determine your behaviours.

Based on your
behaviours, what would
others say your goal in life
is?

- 8.6: understand the qualities, behaviours and benefits of leadership
- 8.7: recognise that leadership is a skill all professionals can demonstrate
- 8.8: identify their own leadership qualities, behaviours and approaches, taking into account the importance of equality, diversity and inclusion**
- 8.9: demonstrate leadership behaviours appropriate to their practice

What leaders need to challenge

(just a few examples)

Racism and
other
inequalities

Unprofessional
behaviours

Lateness

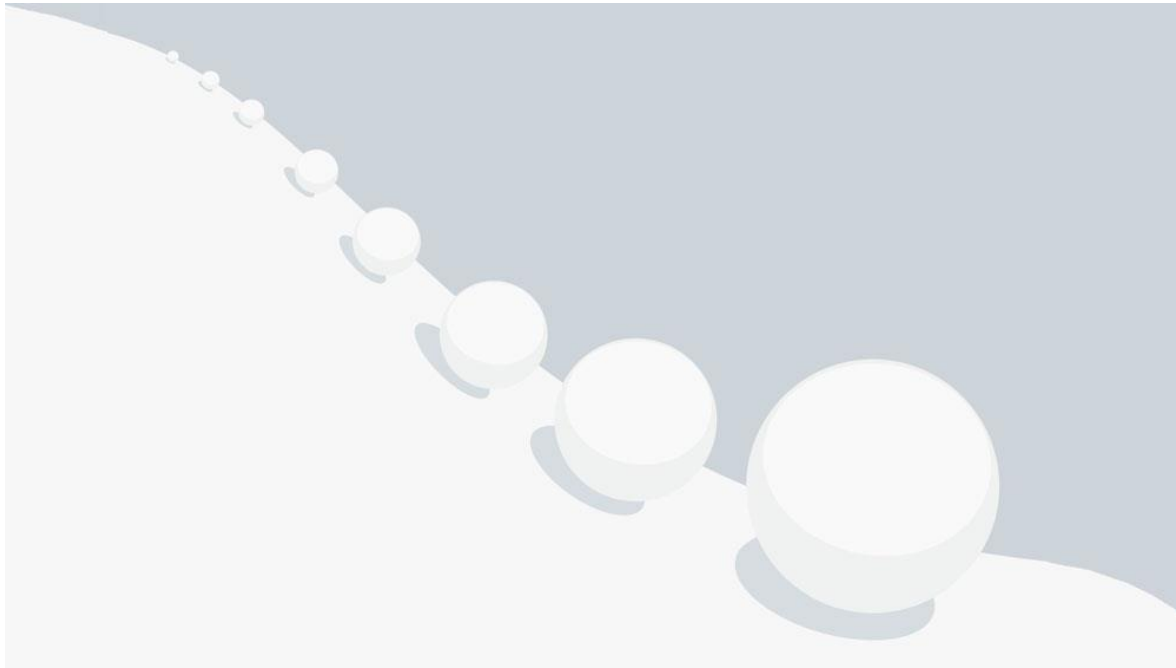
Inappropriate
language

Crossing
boundaries

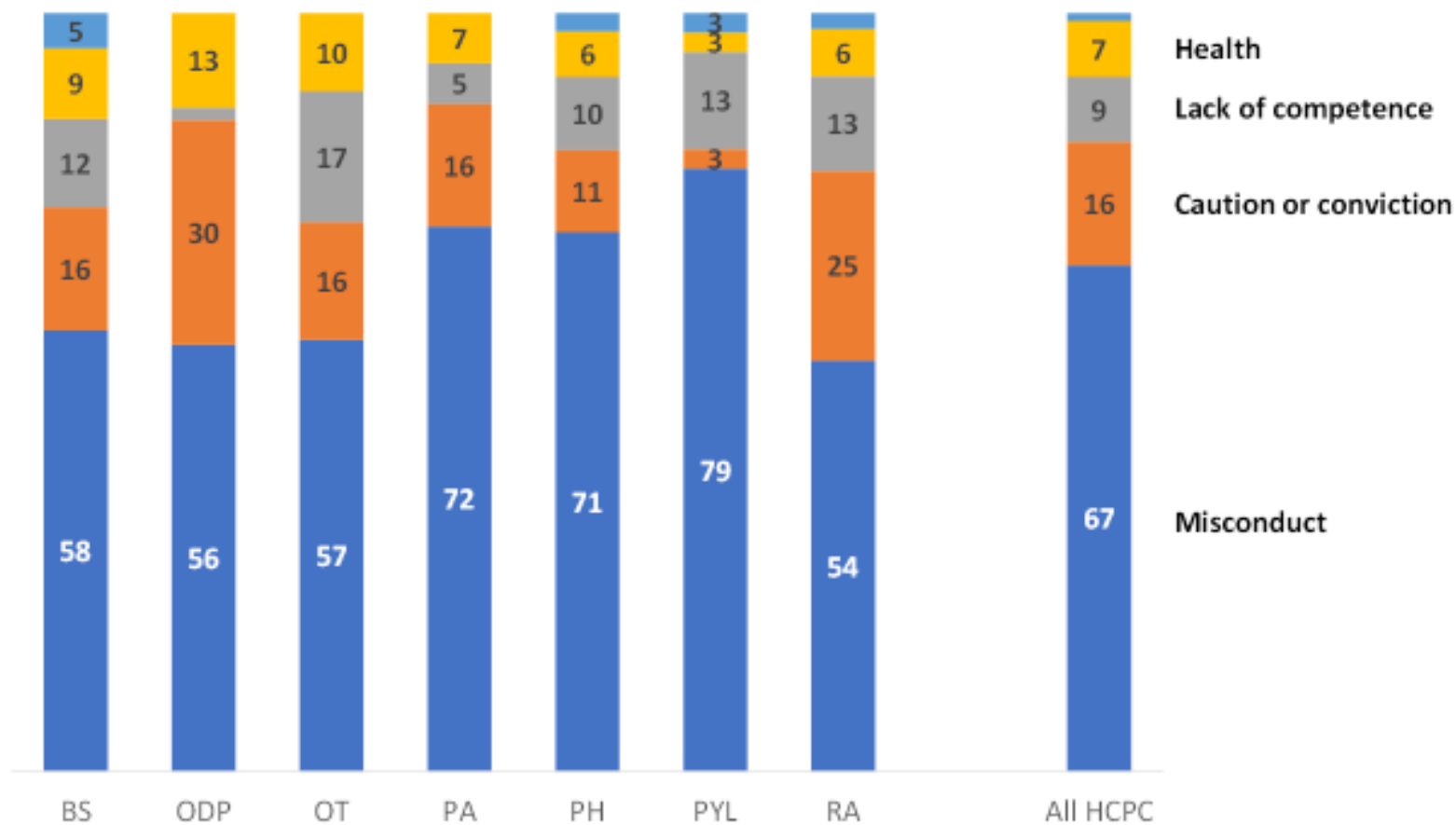
Lack of grace –
we all make
mistakes

Dishonesty

Preventing small problems from becoming big problems



Final hearings concluding 2019-21: Grounds 1 % of cases, professions with 30+ cases



Disengagement – the triggers

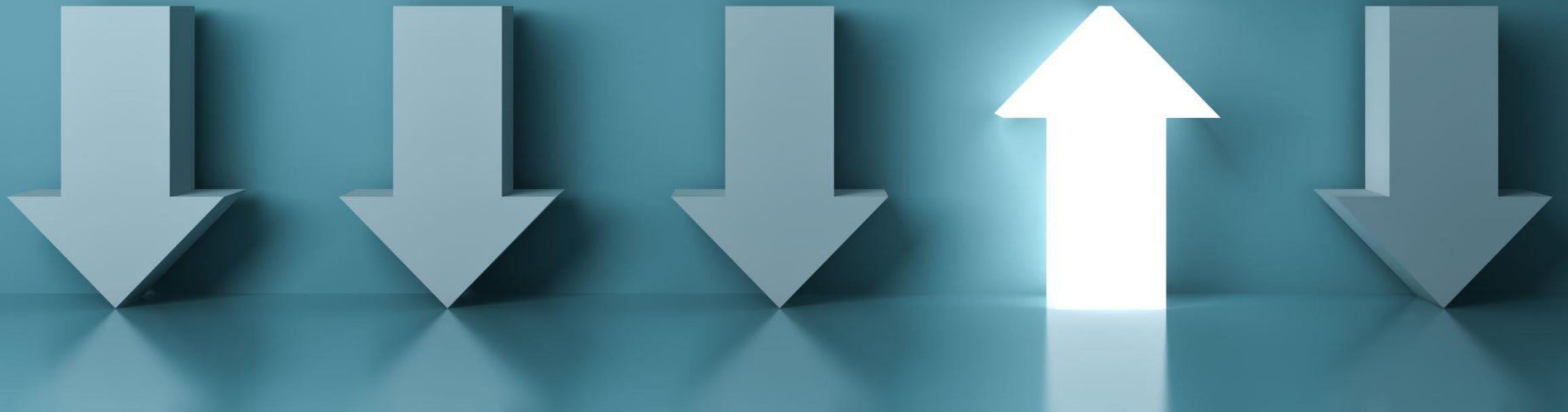
- Workload pressures
- Operating outside of scope of practice
- Underutilising skills
- Professional isolation
- Lack of autonomy
- Lack of support for CPD
- Poor/infrequent supervision
- Poor management
- Dysfunctional work relationships
- Blame culture
- Personal circumstances

Do I see myself as a leader in my current role?

Am I looking for opportunities to contribute?

What is my passion?

Can I use these standards better?

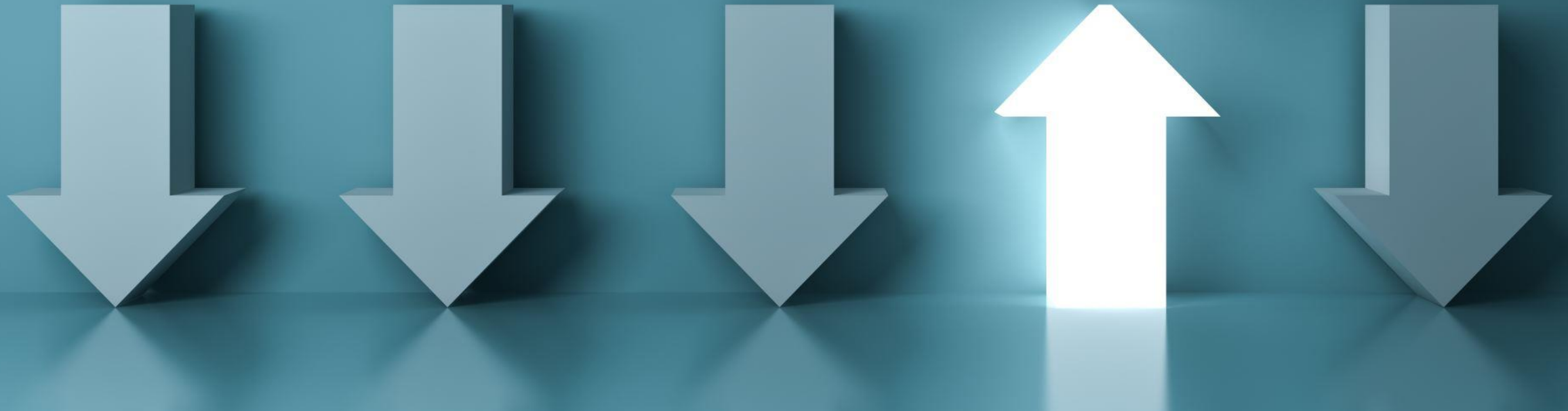


Do I need to go and read up on the changes?

Are there cultural changes needed ?

Have I encouraged staff?

Can I use these standards better?



hat

foot

teeth

cheek

eye

chin



hand

ear

nose

mouth

arm

Our eyes **lead** our hands to go and help a patient they've seen fall over.

Our ears **lead** our feet to run to a cry for help.

A misty mountain landscape with a torn paper effect at the bottom. The background shows rolling hills and mountains in shades of grey and white, with a soft, hazy atmosphere. The bottom edge of the image is jagged, resembling a piece of paper that has been torn, with a solid black area below it.

Leadership is not about titles,
positions or flowcharts. It is about
one life influencing another.

John C. Maxwell

quote fancy

HCPC information for you

#myhcpcstandards events

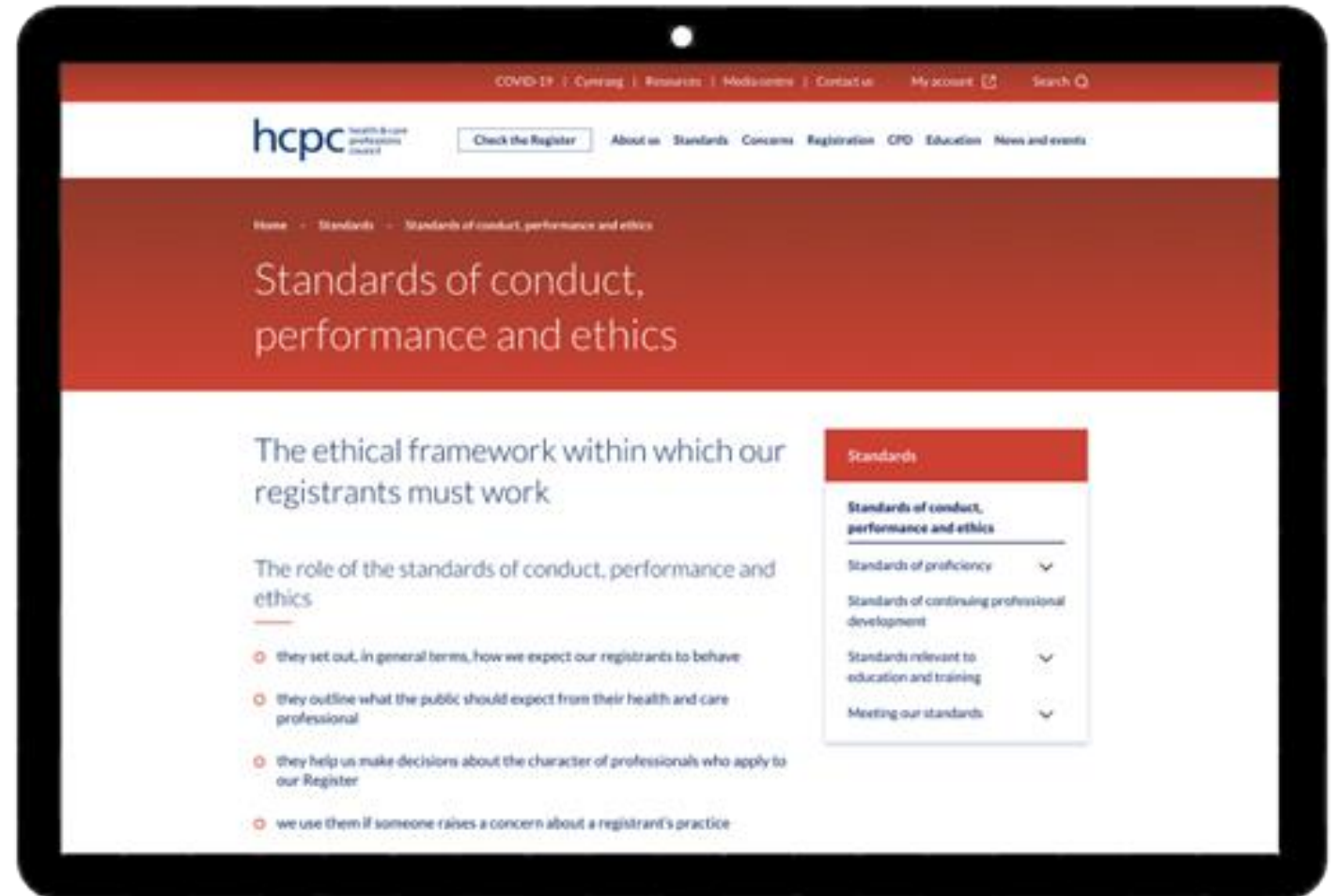
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Date	Time	Topic
19 June	13:00- 13:45	Digital skills & new technologies



Consultation open

Please get
involved with
our
consultation
on revisions
to the SCPEs



Student hub

This hub provides guidance and learning materials for students and applicants.



Guidance on conduct and ethics for students

Understand how our standards apply to you as a student or learner

[Read more >](#)

We hold a register of all the approved programmes that meet our standards for the professions we regulate

[Register of approved programmes >](#)



Learning materials for students



Role of the regulator

As an independent statutory

View the Guidance on Conduct and ethics for Students document

[Read more and download the document here >](#)

COVID-19 guidance for students

[View guidance >](#)

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**Ways to connect
with us.....**

www.linkedin.com
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[@HCPCuk](#)

Maake
Terima Kasih
Xièxiè
Shukran
הדות
Grazie
Arigato
Dank Je
Merci
Thank You
Obrigado
Spasibo
Kiitos
Merci
Welalin
Asante

Tack Cam-on ban
Chokrane
Spasibo
Esinpananaa
Ua Tsaug Rau Kej
Matondo
Salamat
Благодарам
감사합니다
Chokrane
Multumesc
Tack
Salamat
Multumesc
Mochchakheram
Spasibo
Mochchakheram
Mochchakheram
Tack
Nirringrazzjak
Спасибо
Tack
Raibh Maith Agat
Mafur Nerwan
EΥΧΑΡΙΣΤΩ
Mochchakheram
Tack
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Tack
Origado
Matondo
Nirringrazzjak

