

# MULTI PROFESSIONAL DEVELOPMENT

## FEEDBACK & RESULTS

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This chart shows feedback and results from participants who attended recent Evolution programmes. We have included details from our last three workshops. All results are verifiable.

NHS ORGANISATION	COMISSIONED	DATE	Evolution PROGRAMME		% PARTICIPANT EVALUATION
GREATER MANCHESTER WORKFORCE DEVELOPMENT CONFEDERATION ***	Taravandana Meeting the Challenge Project Officer	Nov 2003 – May 2004	Foundation Course	USEFULNESS	87%
			Multi-Professional Leadership + <u>Action Learning</u>	QUALITY	87%
NATIONAL INSTITUTE FOR MENTAL HEALTH IN ENGLAND (EAST MIDLANDS)	Julia French Service Improvement Lead	May 2004	Strategic Influencing	USEFULNESS	82%
			Multi-Professional Development	QUALITY	85%
AIRDALE ACUTE TRUST (WEST YORKSHIRE AHP FORUM)	Deirdre Collier Divisional Manager	June 2004	Foundation Course	USEFULNESS	86%
			Multi-Professional Development	QUALITY	93%



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**EXAMPLE of a MPD PROGRAMME: 2 Day Course + Action Learning**

**\*\*\*GREATER MANCHESTER WORKFORCE DEVELOPMENT CONFEDERATION**

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### **1. SUMMARY of GMWDC TRAINING OBJECTIVES**

Learning and development needs identified by GMWDC

1. Inter-professional leadership skills for **representing and leading** professions other than their own.

Improving representing and leading in the areas of;

- **Attending meetings**
- **Providing education**
- **Internal and external representations**
- **Supervision and mentoring**

2. A means to **cultivate confidence** to **represent and lead** effectively in the above contexts.

3. To understand individual **strengths and weaknesses**, personal **qualities and competencies** in setting directions and delivering services.

4. To appreciate the **benefits of inter-professional leadership**.

5. To appreciate other **AHP / HCS roles** contributing to the NHS.

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### 2. GMWDC MULTI-PROFESSIONAL LEADERSHIP PROGRAMME

JJB Stadium 4/5 November 2003

DAY 1	SESSION	TOPICS & EXERCISES
9.00- 9.20	ARRIVE / COFFEE	
9.20-10.15	INTRODUCTION	APPRECIATING DIVERSITY (AHP ROLES)
10.15-11.15	SETTING DIRECTIONS	<b>OUTCOMES for MULTI-PROFESSIONAL DEVELOPMENT (MPD)</b> <ul style="list-style-type: none"> <li>MEETING YOUR TRAINING &amp; DEVELOPMENT NEEDS</li> </ul>
11.15-11.30	COFFEE BREAK	
11.30-12.00	BUILDING on STRENGTHS	<b>APPRECIATIVE AWARENESS</b> <ul style="list-style-type: none"> <li>APPRECIATING YOUR ACHIEVEMENTS, SKILLS AND POSITIVE QUALITIES</li> </ul>
12.00-12.30	PRINCIPLES and SKILLS	<b>ASSESSMENT of SKILLS &amp; PRINCIPLES REQUIRED for MPD</b> <ul style="list-style-type: none"> <li>4-CS MODEL: COLLABORATION, CONFIDENCE, COMMUNICATION &amp; COMMUNITY</li> </ul>
12.30- 1.45	LUNCH	
1.45-3.30	COLLABORATION I	<b>LEADERSHIP in MPD CONTEXTS</b> <ul style="list-style-type: none"> <li>FOLLOWING AND LEADING</li> <li>QUALITIES &amp; SKILLS FOR INTER-PROFESSIONAL LEADERSHIP</li> </ul>
3.30-4.15	COLLABORATION II	<b>VISIONING</b> <ul style="list-style-type: none"> <li>CORE &amp; OPERATIONAL VALUES</li> <li>REFLECTION &amp; CONNECTION EXERCISE</li> </ul>
4.15-4.35	TEA BREAK	
4.35-5.35	CONFIDENCE	<b>CLOVER MODEL FOR CONFIDENCE</b> <ul style="list-style-type: none"> <li>IDENTIFYING LEVELS OF CONFIDENCE IN WORK ROLES</li> <li>TOOLS FOR CULTIVATING CONFIDENCE</li> </ul>

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5.35-6.00	<b>TEA &amp; SNACKS</b>	
6.00-7.35 <b>END DAY 1</b>	<b>COMMUNICATION I</b>	<b>THE LANGUAGE OF NEEDS</b> <ul style="list-style-type: none"> <li>BLOCKS TO COMMUNICATION</li> <li>IDENTIFYING AND MEETING NEEDS</li> </ul>
<b>DAY 2</b>	<b>SESSION</b>	<b>TOPICS &amp; EXERCISES</b>
9.00- 9.20	<b>ARRIVE / COFFEE</b>	
9.20-11.20	<b>COMMUNICATION II</b>	<b>GETTING YOUR MESSAGE ACROSS</b> <ul style="list-style-type: none"> <li>A 4 STAGE STRATEGY FOR GETTING YOUR MESSAGE ACROSS</li> </ul>
11.20-11.35	<b>COFFEE BREAK</b>	
11.35-1.15	<b>COMMUNITY I</b>	<b>REPRESENTING OTHERS</b> <ul style="list-style-type: none"> <li>CONDITIONS THAT HELP &amp; HINDER IN REPRESENTING OTHERS</li> <li>THE REPRESENTATION PYRAMID</li> </ul>
1.15-2.00	<b>LUNCH</b>	
2.00-4.00	<b>COMMUNITY II</b>	<b>EMPOWERING AND ENABLING</b> <ul style="list-style-type: none"> <li>PROFESSIONAL FRIENDSHIP</li> <li>BUILDING YOUR COMMUNITY (THROUGH APPRECIATIVE AWARENESS)</li> </ul>
4.00-4.15	<b>TEA-BREAK</b>	
4.15-5.30 <b>END OF WORKSHOP</b>	<b>ACTION PLAN</b>	<b>THE WAY AHEAD</b> <ul style="list-style-type: none"> <li>PERSONAL ACTION PLAN + FEEDBACK FORMS</li> <li>MENTORING</li> <li>OPEN SPACE FOR CREATIVE DISCUSSION OF ACTION PLAN</li> <li>FINAL RELAXATION AND INTEGRATION</li> </ul>

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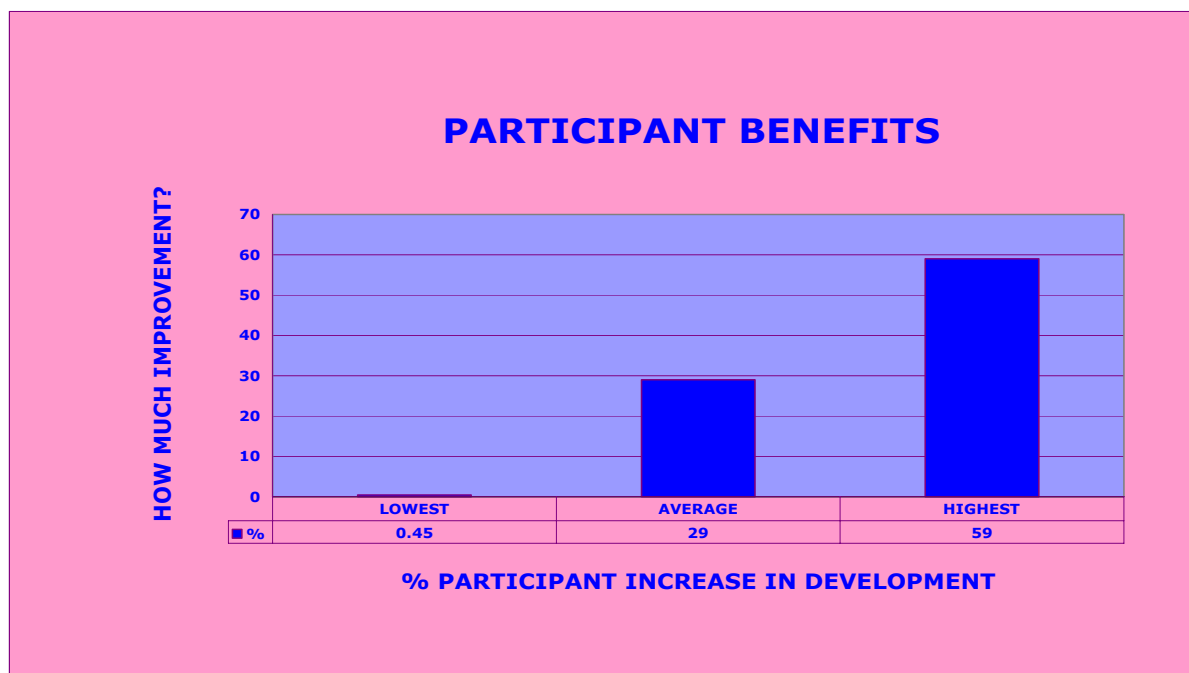
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### 3. GMWDC FEEDBACK and RESULTS

#### A. Overview and participant benefits

These results have been taken from participants who attended the two day Multi-Professional Leadership Course and the subsequent Action Learning Sets (six sessions held once monthly) in Nov 2003 – May 2004

OVERVIEW	
Quality & Usefulness of <i>MPL Course</i>	80%
Quality & Usefulness of <i>Course + Action Learning</i>	87.5%
Participants <i>completing Action Learning process</i>	77%



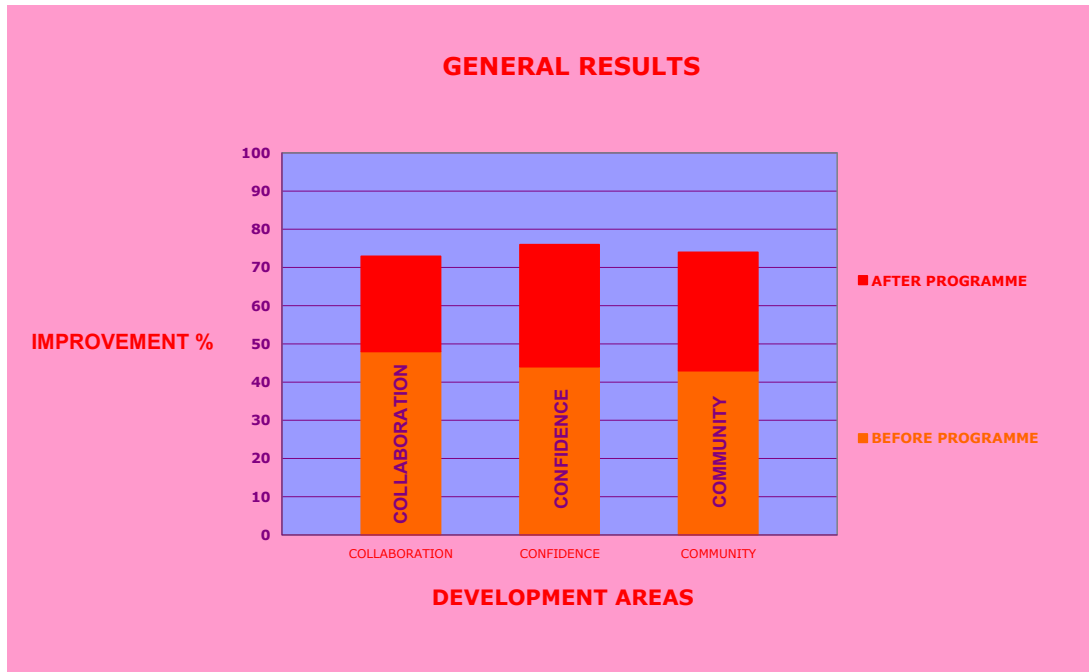
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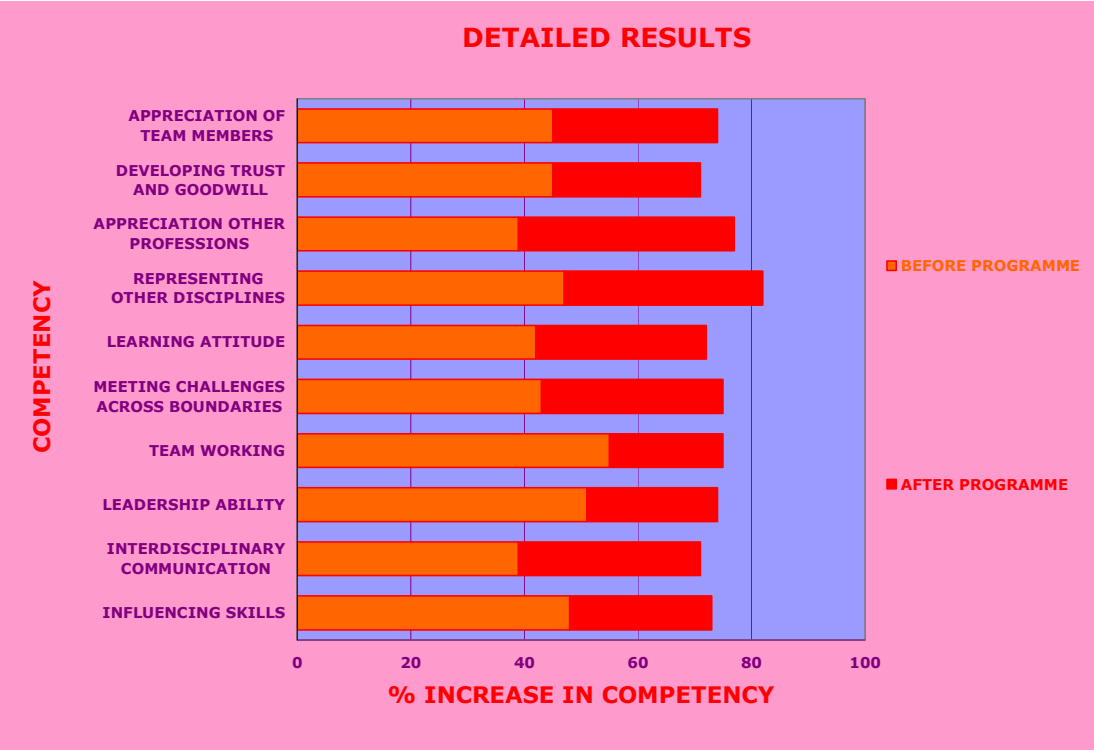
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### B. General and Detailed Results



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Comments from Participants about the Programme	
<b>MAIN BENEFITS:</b>	<ul style="list-style-type: none"> <li>❑ 'New ways of learning, shared experiences, and developing new friends and contacts'</li> <li>❑ 'Increased confidence and new approaches to dealing with management/personal issues'</li> <li>❑ 'Useful collaboration of different professions - but more importantly different skills'</li> <li>❑ 'Learning from others' perspectives and experiences. Sharing and meeting others'</li> <li>❑ 'A powerful influence on self awareness and the needs of others'</li> </ul>
<b>INTEGRATING COURSE MATERIAL + SUPPORT TO YOU AT WORK:</b>	<ul style="list-style-type: none"> <li>❑ 'Practical use of course material in solving work place issues'</li> <li>❑ 'Enabled me to resolve problems and come up with solutions using new skills that I have developed'</li> <li>❑ 'Action Learning influenced my behaviour with colleagues especially in new or difficult situations'</li> <li>❑ 'Action Learning backed up in more practical way the theoretical work of the initial course'</li> </ul>
<b>WHAT DID THE TRAINERS DO WELL?</b>	<ul style="list-style-type: none"> <li>❑ 'Made me feel appreciated and involved'</li> <li>❑ 'Set up a relaxed atmosphere – helped each session flow'</li> <li>❑ 'Creating community, whole programme has been orderly, with calm facilitation and clear goals'</li> <li>❑ 'Guiding and leading back to the subject'</li> <li>❑ 'Very good at putting people at ease'</li> </ul>



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