

A woman with voluminous curly hair, wearing a blue medical-style uniform, is smiling and holding a clipboard. A decorative green dotted line curves across the image.

Inspiring Leadership Performance Programme: Designed for Persons in Charge

Starting November 2021
Virtual Delivery

Manage and Lead

As we emerge from the crises of recent times, we recognise the immense challenges that leaders across the Leading Healthcare Providers (LHP) Skillnet Network have faced. We are committed to supporting our staff and leader's resilience, wellbeing and motivation as we face the future.



Introducing the Inspiring Leadership Performance Programme

This programme will foster and enhance capabilities in areas such as leadership efficiency, effectiveness, communication and compassionate leadership, in order to enable you to lead your nursing home more effectively. You will be guided on the management competencies you need to lead staff in a complex environment, including prioritising workloads, delegating effectively and influencing others.

You will discuss the challenges and opportunities of recent times, with particular focus on the importance of developing your own wellbeing and skills such as resilience, and a stronger understanding of how you can lead in these constantly changing times. There will also be a core focus on recruitment and retention of key talent and ensuring that your own professional development is prioritised.

WHY IRISH MANAGEMENT INSTITUTE (IMI)?

- World leaders in the provision of executive education.
- Founded by business leaders for business leaders, we've been empowering world-class executives for over sixty years to deliver impact in their organisations.
- Ranked in the global top 100 for executive education, and we have been consistently globally ranked by the Financial Times for the provision of executive education for the last 13 years in a row and are ranked as one of the Top 10 providers of customised executive education in the UK and Ireland.

WHO IS THIS PROGRAMME FOR?

Managers/ Persons in Charge who want to develop strong and sustainable working practices, and who want to develop a leadership and growth mindset.

Programme Impact

PEER CONSULTING GROUPS

Each participant will be assigned to a group, where they will work together on exercises and challenges in the workshop sessions and also meet between workshops to support each other in implementing takeaways and actions from the workshop sessions. These useful learning spaces offer participants insights into teamwork, building relationships and influencing others.



GET TARGETED RESULTS WITH PERSONALISED COACHING

Our coaching service gives participants additional individualised support. The 1-1 coaching sessions provide an invaluable opportunity to access advice on specific personal needs within the organisation's context thus ensuring targeted support.

HIGH IMPACT TRANSFORMATION LEARNING

The programme is delivered through virtual sessions via the IMI Virtual Learning Environment. The High Impact Transformation learning approach lies at the core of all IMI programmes, which ensures that these sessions are always interactive, engaging and experiential.

SCHWARTZ ROUNDS

These are group sessions to encourage staff to discuss and reflect on emotional aspects. Every discussion addresses a particular theme, focusing on the human dimension of care.

DEVELOP VITAL WORKPLACE SKILLS

This programme gives you the leadership and management competencies required in the unique environment in which you operate – balancing the resources available to ensure patient safety.

Programme Content

PERSONAL DEVELOPMENT

Work with a coach to create and apply individual development plans.

DEVELOPING COMPASSION

Understand how personal motivations, frailties, needs and fears impact others and ourselves & how developing a growth mindset can underpin personal development. The link between self-compassion and emotional intelligence will be discussed.

PERFORMANCE MANAGEMENT CULTURE

Understand the process around promotion & staff development and address retention issues. Developing a performance management culture, by reinforcing positive behaviours regularly, knowing what matters most to staff and empowering them.

EFFICIENCY AND EFFECTIVENESS

Focus on concept of Agile Healthcare 4.0 – developing and empowering teams across functions and hierarchies to ensure rigour and reliability in the operating system.

PERSON-CENTRED COMMUNICATIONS

Focus on customer-centricity by way of respectful communications, actively listening, positive conflict resolution, using solutions-driven language, reframe difficult conversations to better relationships.

COMPASSIONATE LEADERSHIP

Examine the four layers of compassionate leadership – attending, understanding, empathising and helping others. There is a strong focus on effective, inclusive, collective and systemic leadership.

LEADING AND INFLUENCING

In this time of constant change, it is vital to understand the '5 C's of Leadership': compassion, communication, connectedness, clarity and consistency. You will gain an understanding of leading the change process and develop skills to lead people through change.

Programme Director Luke Monahan



Luke has worked in leadership development on four continents bringing a unique blend of experience, competence and innovation to his work. He has published 14 books in the area of educational practice and social issues. He has facilitated groups from Cabinet members and corporate teams to health professionals and organisational leaders to teachers and students. His approach is engaging, respectful, challenging and creative in order to unearth relevant and sustainable solutions. He is the director of three companies: The Mediation Foundation of Ireland, The Consultant Academy and Curam.ie. Recent clients include Kerry Group, PWC; Dublin Airport Authority; Health Service Executive; Government Departments; AIB; Car Trawler; Citizens Information; LHP Skillnet; Lidl.

About LHP Skillnet

Leading Healthcare Providers (LHP) Skillnet is a not-for-profit Skillnet Business Network co-funded by Skillnet Ireland and our member companies. Skillnet Ireland is funded from the National Training Fund through the Department of Further and Higher Education, Research, Innovation and Science. Of the 70 Skillnet Ireland Learning Networks, we are the only Learning Network dedicated exclusively to educating the private healthcare sector.

PROGRAMME DETAILS

Duration: 8 days in total over 6 months (November 2021 - May 2022).
Delivery: Virtual learning via IMI's Virtual Learning Environment (VLE).
Programme Dates: Starting November 2021.
Price: Non-Member €6,000 (RRP), LHP Skillnet Member €2,995.
Please contact office@lhpskillnet.ie for further details.

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**Executive Education
Ranking 2020**

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An Roinn Breisoideachais agus Ardoideachais,
Taighde, Nuálaíochta agus Eolaíochta
Department of Further and Higher Education,
Research, Innovation and Science

