• Leadership: the updated Standard of Proficiency.

• Florence Milliken, Professional Liaison Consultant, HCPC
# hello
my name is...

Dr Kate Granger
MBE

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Senior Organisational Development manager in Belfast Trust
Overview of the session

Leadership

What the updated leadership standards actually say?

What is leadership?

How does it all relate to me?

Some helpful resources.
What has changed?

Centralising the service user
Registrants’ mental health
Equality, diversity & inclusion
Leadership at all levels
Digital skills & new technologies
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
Professional Liaison Service
“We take moments where we truly are a leader and we don't let ourselves take credit for it, or feel good about it.”

Drew Dudley: Everyday leadership | TED Talk
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
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

• 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
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Myths about leadership

Myth 1
Leadership is only for those in a leadership position.

Myth 2
Leaders are born and not made.

8.7: recognise that leadership is a skill all professionals can demonstrate.
The “Attitude” pose in ballet.
Write five words that describe you.

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

Compare the answers with your own assessment:

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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
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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

Health
Lack of competence
Caution or conviction
Misconduct
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?
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.
Leadership is not about titles, positions or flowcharts. It is about one life influencing another.

John C. Maxwell
HCPC information for you
#myhcpcstandards events

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<tr>
<th>Date</th>
<th>Time</th>
<th>Topic</th>
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<tr>
<td>19 June</td>
<td>13:00-13:45</td>
<td>Digital skills &amp; new technologies</td>
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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.

Learning materials for students

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

Register of approved programmes.

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.
Ways to connect with us……

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Thank You