

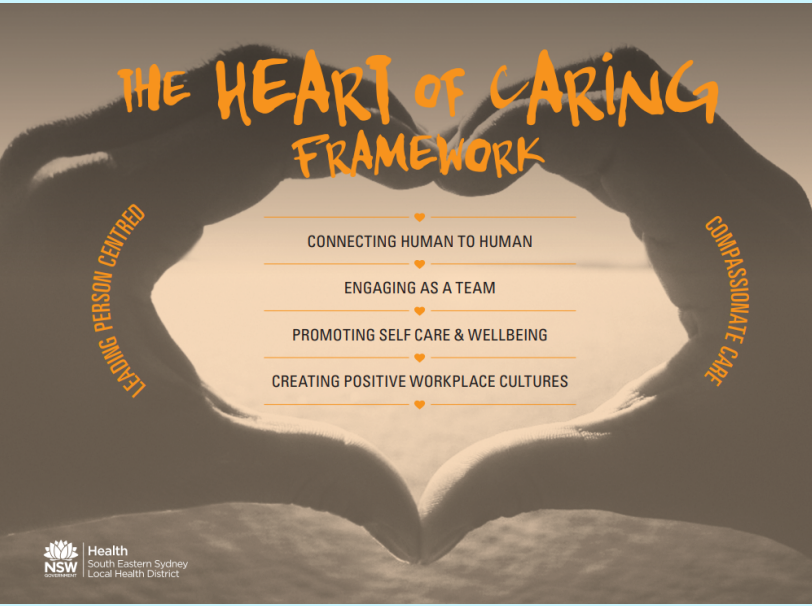


# Using transformational and compassionate leadership to co-create a safe & effective learning space for Dietitians

## Starting my leadership journey

My participation in the SESLHD Effective Leadership Program (ELP) enabled me to discover & realise my leadership style, to lead in a compassionate & inclusive way

The SESLHD Heart of Caring Framework underpins module 2 of the Program providing key leadership constructs towards leading person centred compassionate care within effective workplace cultures  
My leadership journey provided an exciting opportunity to take on a new role as ‘facilitator of the Continuing Professional Development (CPD) Program’ for the Dietitian team. A chance to practice & further strengthen my facilitation & leadership skills



## Final reflection of my leadership journey

It takes time to nurture, facilitate & lead the co-creation of a new, safe learning space, & positively influence the learning culture & manager & team engagement.

## Take Home Messages

**Message 1:** Compassionate leadership & facilitation skills enable group engagement & the co-creation of shared Purpose & Ways of Being, this is critical in creating a safe, learning space.

**Message 2:** Through this leadership journey being authentic was a key attribute that enabled me to engage with the group, I felt safe to be vulnerable and honest. These ingredients helped to support a safe learning space



*We believe the purpose of our CPD is to learn & grow together, in an open & supportive environment, to provide the best care possible & make a positive difference to the lives of our patients*

## Approach

My transformational facilitation & leadership skills enabled the engagement of the Dietitian team & the creation of a supportive, safe & compassionate learning space

An appreciative approach was used to co-create the ‘Ways of Being’ & the shared ‘Purpose’ of the CPD program

Through an inclusive facilitative process, a reflective resource incorporating enabling and reflective questions together with a Case Study Guide and template were developed;  
& the content and format of the sessions co-designed to meet the needs of the group.  
One-on-one leadership coaching provided me with a safe space to share and reflect on my successes & challenges in this role

## CPD Program evaluation & feedback

Survey questions enabled me to consider & reflect on how the team resonated & engaged with the shared Purpose statement, Ways of Being & the reflective learning space...this is what I heard.....

### What is working well?

- 'These sessions brought the team together'
- 'Great purpose statement, we all came up with this together, resonates strongly with me'
- 'I really valued how people presented and were prepared to be vulnerable in the learning space, sharing thoughts & feelings, what worked well & what could be better'
- 'Case studies and learning the way others do things'
- 'Mental health wellbeing, helps me to keep this at the forefront'
- 'Very supportive to learn/grow together'

### What could be even better?

- 'Managers supporting the process'
- 'More targeted learning & clinical content'
- 'I wasn't a fan of the touchy feely focus of the case studies'
- 'It did not feel like a safe environment when management attended'
- 'More focus on evidence based practice'
- 'Including the patient voice more in case studies'

