

Inclusive Leadership Selfie

STRATEGIC LEADER – Leads and Directs at Trust/Divisional level

Activity Instruction

1. Please rate each behaviour in the matrix as:

- Green – Outstanding
- Amber – Good
- Red – Requires Improvement

Safe and Effective	Responsive	Caring	Well-Led
I role model and champion the vision, values and priorities of the organisation through staff conversations and back to floor visits	I positively represent the public face of the organisation, promote its values and act as an ambassador for the organisation and its services	I am approachable. I invite conversation, discussion and sharing of ideas, opinions and information across the Trust	I champion patient safety by involving people in co-designing improvement priorities and champion a learning culture
I build and develop relationships to create partnership with external organisations in order to promote the health and wellbeing of the communities we serve	I listen to patients and people to understand the impact that our decisions have on them	I celebrate achievement and acknowledge, inside and outside the Trust, the success of individuals, teams and the organisation	I work with system partners so that services are commissioned, procured, designed and delivered to meet the health needs of local communities
I create opportunities to involve staff, patients, stakeholders and community groups in the improvement of services and service delivery	I seek knowledge from the national and international healthcare system to advise the organisation on best practice	I encourage the development of trust-wide talent and look for challenging opportunities for the development of staff inside and outside the organisation	I prioritise equality and diversity in recruitment and selection processes to lead to a more representative workforce at all levels
I create a safe environment for our patients and people by ensuring the right resources and available at the right time e.g. equipment, training, supervision, ward rounds	I regularly review the effectiveness of services and I direct changes to ensure that they are working towards and in line with organisational priorities	I stand up and support my staff and colleagues in difficult situations	I encourage leaders and managers to support their staff to work in culturally competent ways within a work environment free from discrimination
I help staff to see how their role and the work of our Trust/Division contributes to the patient experience and outcomes	I motivate people by talking about their ideas, thoughts and aspirations for the future	I am willing to constructively challenge for resources and support to ensure that service delivery and quality standards are being met	When at work, I ensure staff are free from abuse, harassment, bullying and violence from any source