



The Tavistock and Portman  
NHS Foundation Trust

TAVISTOCK  
CONSULTING

# Social Work and Social Care: Leadership Development Programme

## Leadership and Development Programme

A unique programme combining the Tavistock systems-psychodynamic approach to leadership and to contemporary social work practice, for recently appointed and aspiring team leaders or those who want to develop their leadership skills.

Each session will focus on key areas of leadership:  
Self, Team, System, Change, Diversity and Learning

- What it means to take up the role of leader, hold individuals and teams to account, manage boundaries, encourage engagement in quality improvement in services to adults and children.
- Developing a coaching approach to your leadership and management style.
- How to understand team dynamics, enhancing team performance and addressing challenging conversations.
- Leading teams through change and uncertainty.
- Understanding the impact of individuals and the bigger system on effective work.

### Comments

about our similar programmes

*"This has been the best course that I have been on. The leaders were fantastic. Met some fabulous people and learnt so much about myself and my practice."*

*"Extremely helpful, has increased my confidence"*

*"Really inspiring training – I feel motivated to implement learning - feel refreshed by the thinking it has encouraged."*

Participants will have the opportunity to build a supportive peer learning group as they progress through the programme. Managers will be encouraged to be active supporters throughout this programme, giving the participants opportunities to implement and embed their learning through their role with their team and their organisation.

# Programme overview

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## Developing self as leader

- Develop your personal leadership goals
- Build a supportive peer learning group
- Understand the value of leadership and its role in systems of accountability
- Gain insight into personal histories and the impact of these on self as leader
- Explore your professional identity and how your personal history informs this
- Understand key leadership concepts: role, authority, powers, task, containment
- Learn about different leadership styles and appropriate application
- Start to develop to a coaching approach in staff management.

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## Leading Effective Teams

- Consider what makes for, and how to facilitate, effective team working in a social work or social care setting
- Develop confidence in working with difference and diversity of experience and identity
- Understand and manage team boundaries and work with wider boundaries in relation to people who access services
- Explore the impact of the individual on team dynamics
- Understand and manage conflict within and between teams
- Build a coaching approach to challenging and influencing
- Identify operational and work based learning.

## Contact:

To commission this programme or to find out more, please contact:

[tc@tavistockconsulting.co.uk](mailto:tc@tavistockconsulting.co.uk)

Programme facilitators  
Jo Williams and  
Jennie McShannon  
will be pleased to connect  
with you.

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## Promoting diversity in leadership

- Build and lead teams which are diverse and confident in their approach to anti-discriminatory, anti-oppressive and anti-racist practice
- Develop confidence to support and facilitate progression and success of a more diverse leadership group.

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## Leading Change

- Develop a deeper understanding of the effects of the reactions to change at individual, group and organisational level and how to lead teams through the process.

## Celebration of Learning

- Take your learning back into practice in order to share and influence the practice system with ideas and opportunities identified through the learning process
- Demonstrate changes in individual, group and organisational culture and practice as a result of programme learning.

## Programme details

### Delivery & Booking:

The online version of the programme consists of one-day fortnightly classes with between module onsite and home learning activities.

### BOOK HERE

Delivered in person at an organisation, the programme will run in 2, two-day blocks and a final one day session.

Cost: £19,750

\*Up to 16 participants. Participants will need to be able to attend all dates.

If preferred, the programme can also be run at a third party venue and our facilitators can discuss that option, and related costs, with you as part of our initial conversation.

**See full details on our website here.**