



Leading Care, Shaping Futures

1 Day Training
9am - 5pm

Pre-course Workbook



Welcome to this one-day leadership development course with ChTC.

At ChTC, our purpose is to help individuals and organisations thrive in complex times through expert-led training, coaching and consultancy. We work with organisations and professionals across a wide range of sectors, helping people develop the knowledge, skills and confidence they need to lead effectively.

Our approach to learning is practical, evidence-informed and focused on making a difference in the workplace. We recognise that leadership is not simply about knowing the right models or theories. It is about how you apply your knowledge, how you work with others, how you respond to challenge and change, and the impact you have on the people and organisation around you.

You can find out more about ChTC and our wider leadership development offer at www.chtc.uk.

About the day.



This 1-day course is designed to give you time and space to step away from the demands of your day-to-day role and think about your leadership practice.



Throughout the day, you will have opportunities to explore leadership concepts, consider different perspectives, share experiences with others and reflect on how the learning relates to your own role and organisation.



We encourage you to approach the day with an open mind. There is no single definition of an effective leader, and effective leadership will look different depending on the context of your role, the people you are working with and the challenges you face.



The aim is therefore not simply to give you a set of answers, but to encourage you to think critically about your own leadership and identify ways in which you can continue to your own develop.

Before you attend

To help you get the most from the day, this booklet includes a couple of short pre-course activities.

These are not intended to feel like homework or formal assessment. Instead, they are an opportunity to pause and think about your current experience, leadership strengths, challenges and areas for development.

There are no 'right' answers. Your responses are for your own reflection and will provide a useful starting point for your learning on the day.

You may wish to make a few notes in the booklet, or simply use the questions as prompts for your thinking. Your thoughts will form the basis of activities during the training day.

We encourage you to:



Be honest and reflective in your responses.



Draw on your own experiences of leadership, whether positive or challenging.



Consider what you would like to get from the day.



Bring your reflections with you so that you can refer back to them during the course.



Be prepared to learn from the experiences and perspectives of others.



Most importantly, come prepared to be curious.

Leadership development is an ongoing process. This day is an opportunity to take a step back, look at your current practice and consider what you might want to do differently, develop further or build on when you return to your role.

We look forward to learning with you.



ChTC - helping individuals
and organisations thrive in
complex times.

1. Leadership Values Exercise

- Take 5 minutes to circle the 10 values that most resonate with you as a leader
- Take another 2 minutes to narrow these down to the top 5, crossing 5 out
- Number your remaining values 1-5 (with 1 being the most important)

Note: Go with your instincts about what is important to you and don't overthink your choices or choose what you think 'should' be there.

There are 2 blank spaces for you to add values if you don't see the one you want

Strategy	Hopefulness	Generosity	Playfulness	Spontaneity	Creativity
Insightful	Curiosity	Rigorous	Compassion	Experienced	Conscientious
Empathic	Warm	Caring	Ethical	Humorous	Wise
Adventurous	Independence	Sincerity	Energetic	Fair	Analytical
Attentive	Passionate	Brave	Focussed	Engaging	Modest
Resilient	Open-minded	Patient	Calm	Approachable	Guiding
Thoughtful	Practical	Positive	Appreciative	Considered	Co-operative
Decisive	Supportive	Principled	Determined	Flexible	Dependable
Honesty	Trustworthy	Accountable	Direct		

Leadership Values Exercise

My Chosen Values

Core Principles Underpinning GMC Care Values

1. Make the care of patients your first concern
Provide a good standard of practice and care
2. Work within your competence
Communicate effectively
3. Maintain trust through honesty and integrity
- 4.
- 5.

Capture any thoughts and reflections you have about how your values show up in your leadership day to day, how they help and whether they ever hinder your leadership. How much do they align with the wider GMC Care Values?

2. Leadership Challenges Reflection

Take some time to think about your current leadership role, responsibilities and day-to-day experiences.

Note below one of the key leadership challenges you are facing at the moment. Reflect on: What is contributing to this challenge? Including factors such as: the people involved, the context of the wider system and what you recognise you are bringing to this challenge at the moment. It can also be helpful to distinguish which factors sit within your sphere of control, what you can only influence, and what you have no control over, and can only attempt to navigate.

We will use these reflections as part of a group discussion activity.