

September 12th
2019

Visionary Leadership – no longer a choice?

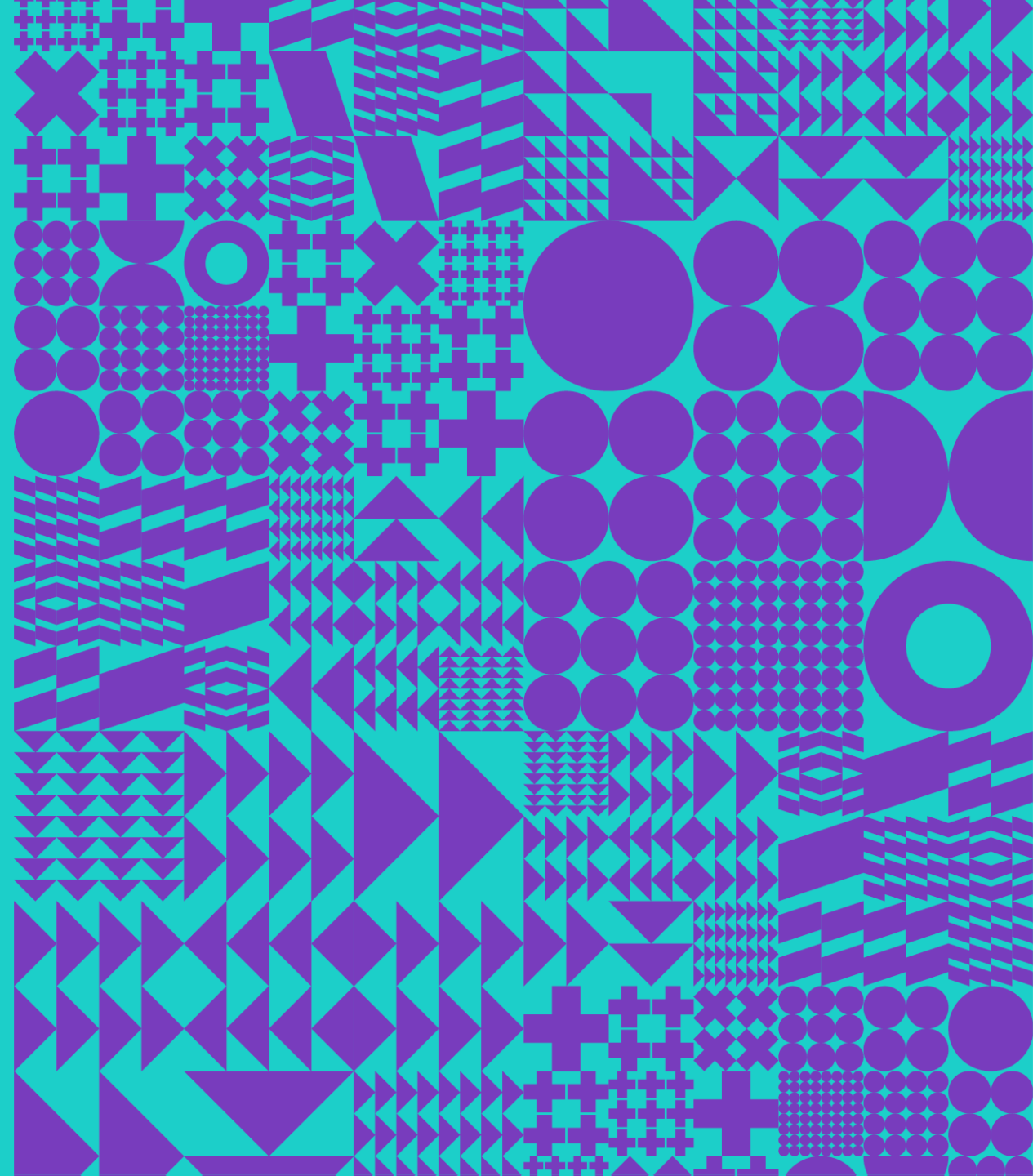
Professor Brian Webster-Henderson

Pro vice Chancellor (Health)

Professor of Nursing

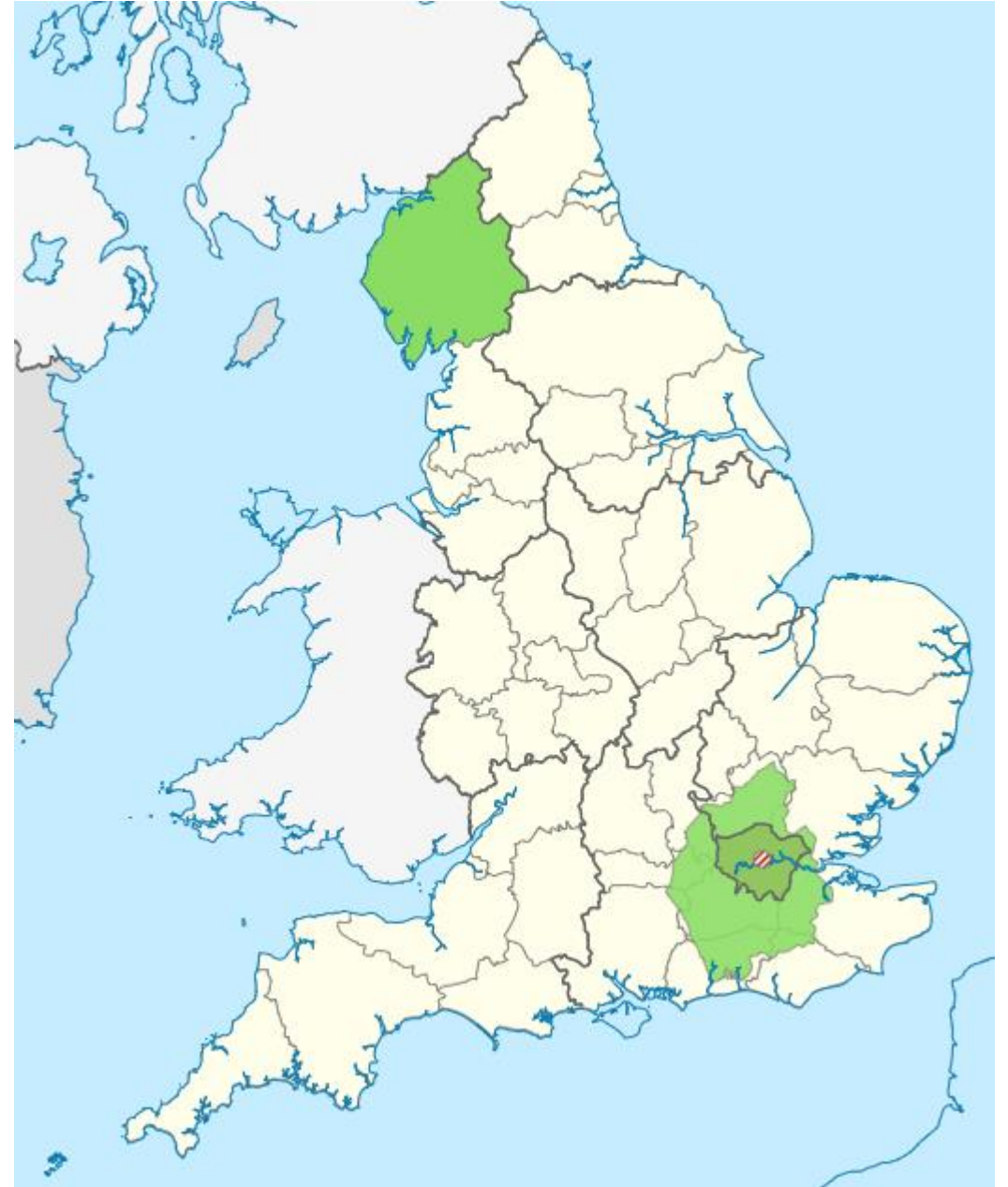
Chair of the Council of Deans of Health UK

University of
Cumbria 



University of Cumbria

- Nursing – all fields
- Midwifery
- Physiotherapy
- Occupational Therapy
- Paramedics
- Psychology
- Social Work
- Children and Young Peoples/Youth Work
- Diagnostic Radiography
- Sonography & Medical Ultrasound
- Sports and Exercise Science
- Sports Coaching, Sports Rehabilitation



University of Cumbria – the Lake District



Council of Deans of Health UK

The Council of Deans of Health

Represents the UK's university faculties engaged in higher education and research for nurses, midwives and allied health professionals

85 institutional members across all four UK home nations. HQ based in London, with policy officers in Scotland and Wales

Funded by membership subscriptions and governed by an elected Executive

Strategic priorities and portfolios

Research

Global

Regulation

Workforce

Education impact

Our priority areas in the next three years

1 Influence policy UK-wide

2 Secure sustainable funding

3 Foster leadership and innovation

A bit about me.....

Scottish



European



A context of challenges

Workforce shortages

Continuing Professional
Development

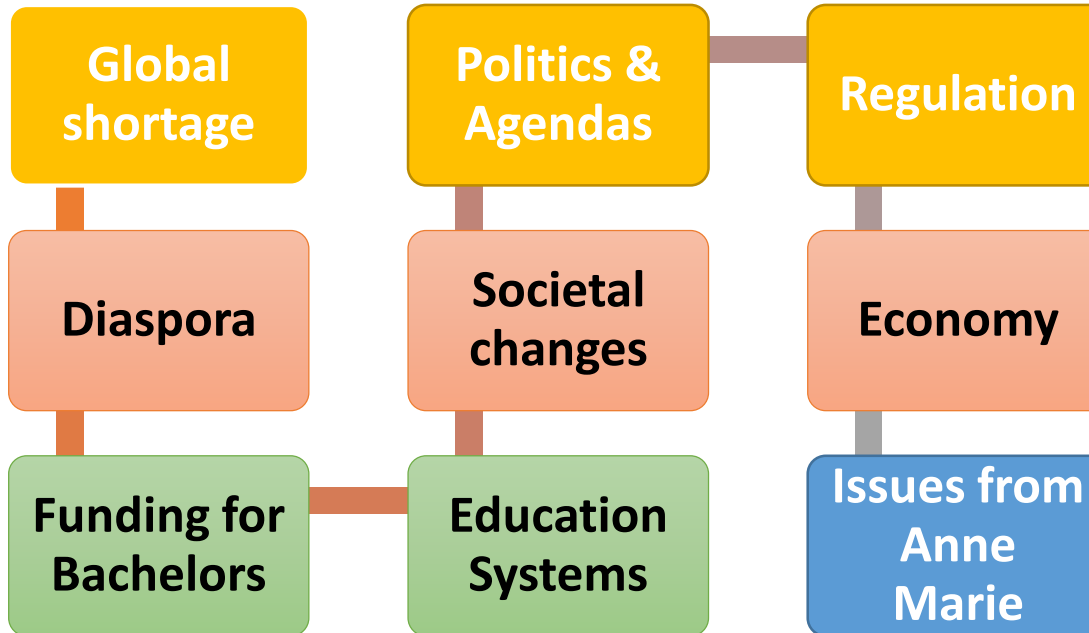
Clinical
Placements

Shape of Higher
Education

Recruitment to
Higher Education

Ageing
Workforce

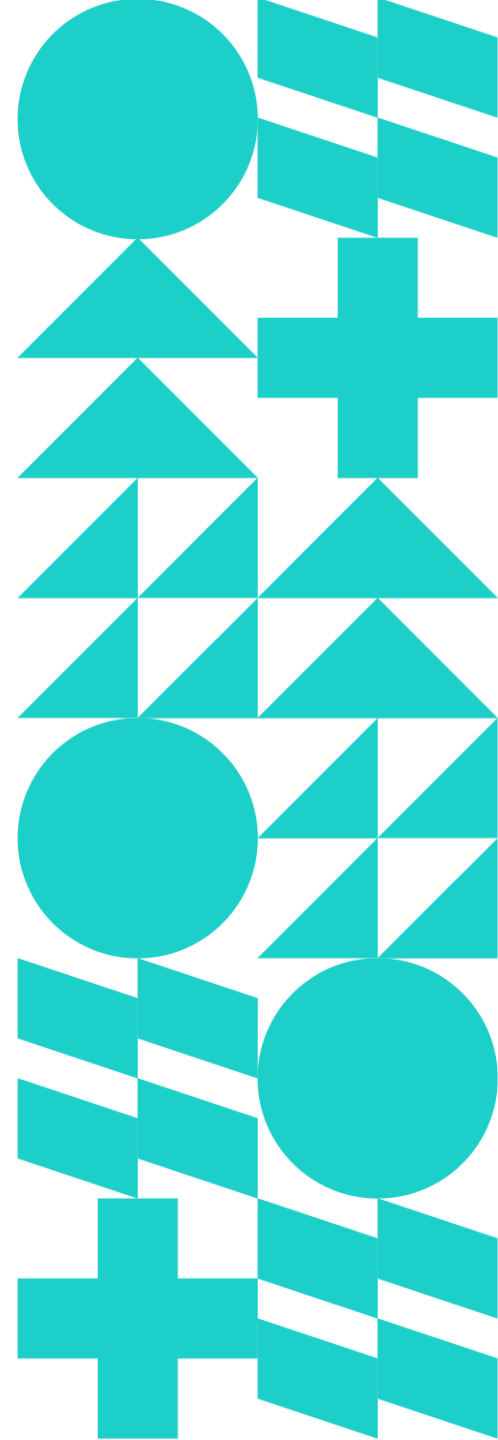
Global Context



So what is visionary leadership?

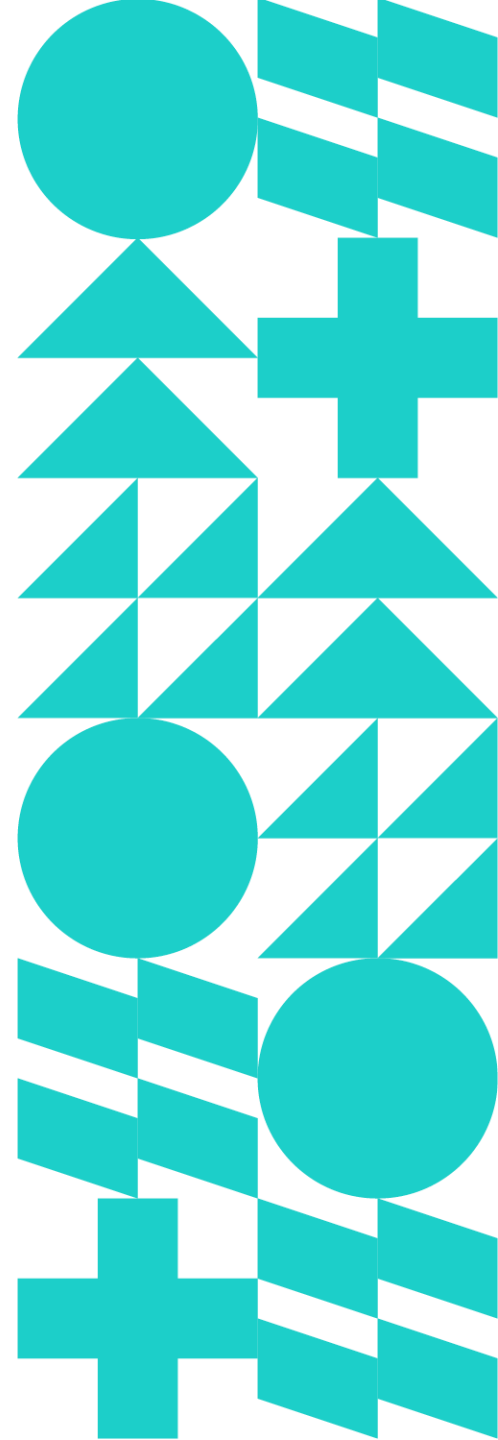
“A visionary leader is an individual that sees the potential for how the world exist and then takes steps to get there”

(Suzanne Lucas 2019)



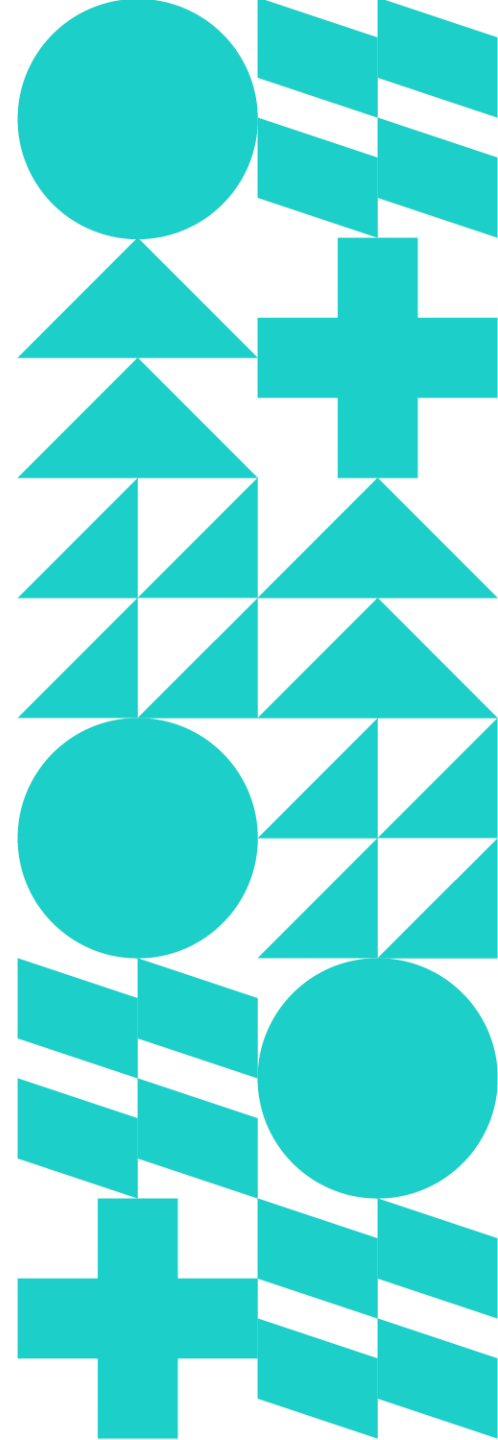
3 Key steps

- **Risk Taking**
- **Listening**
- **Takes Responsibility**

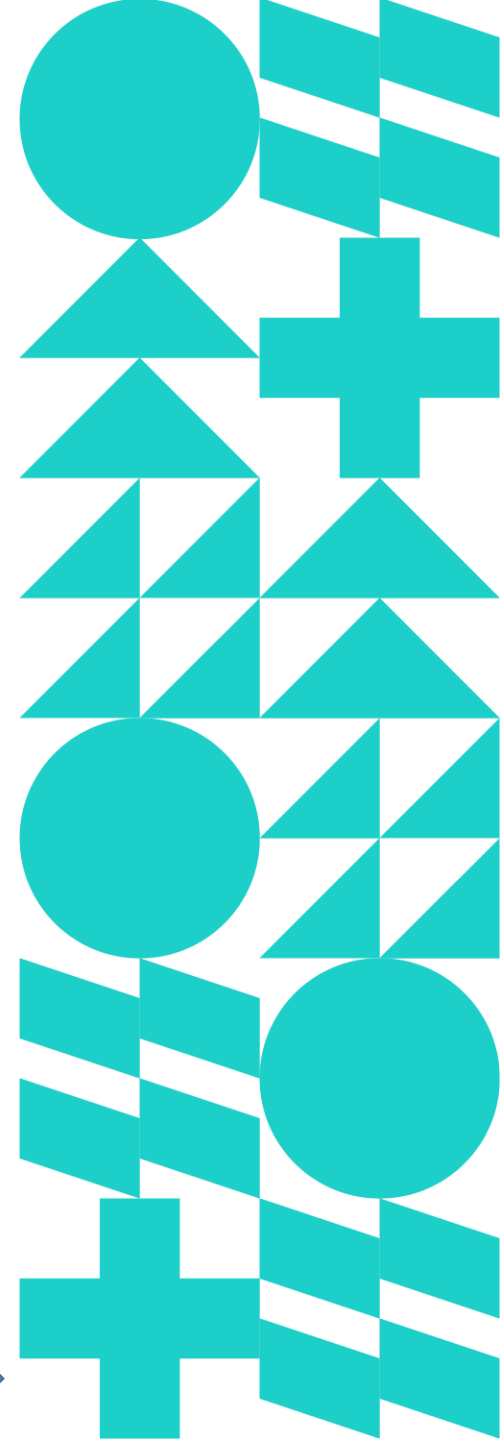


Literature

- 7 Traits
- Or
- 10 attributes
- Or
- Creative leadership



The Concept: We are the Academy



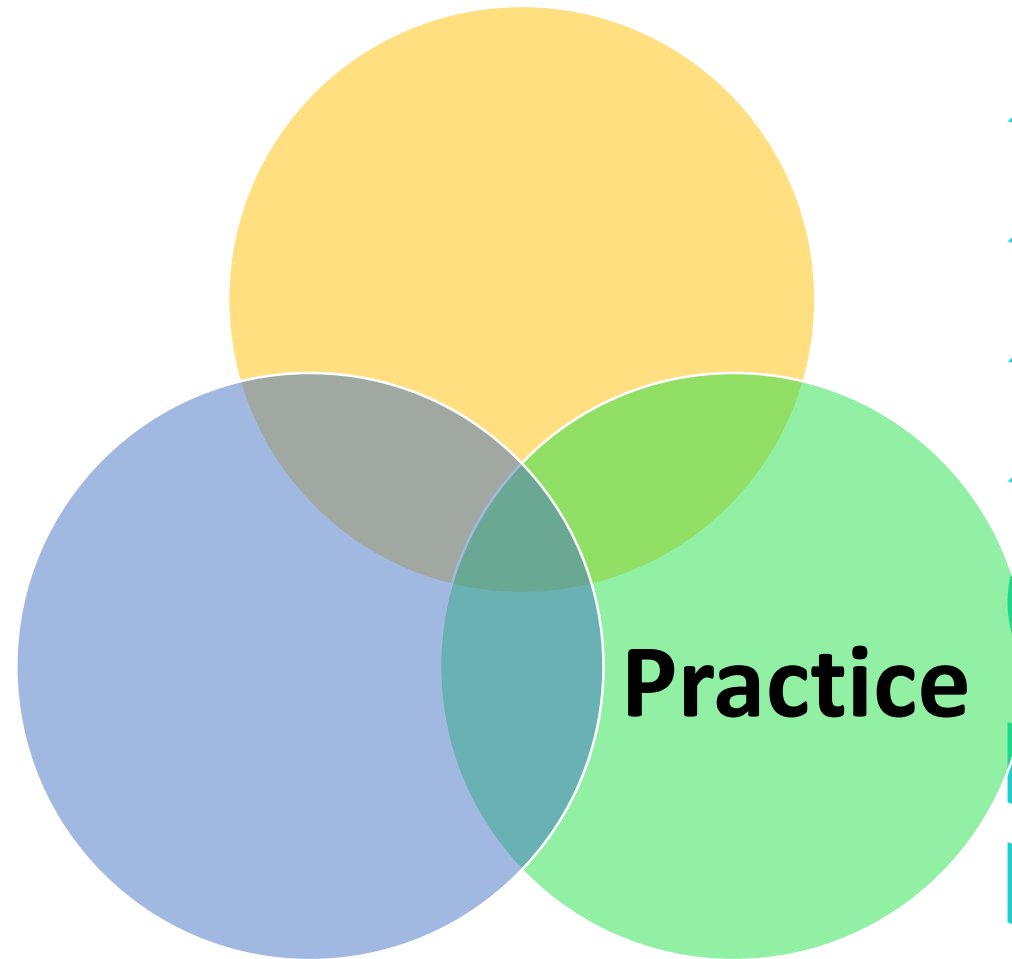
Me the Professional

- Focus on Professional Leadership
- Guided by my code of ethics
- Awareand living my values of professional behaviour
- Respect, compassion, integrity, honesty
- Approach to your teams



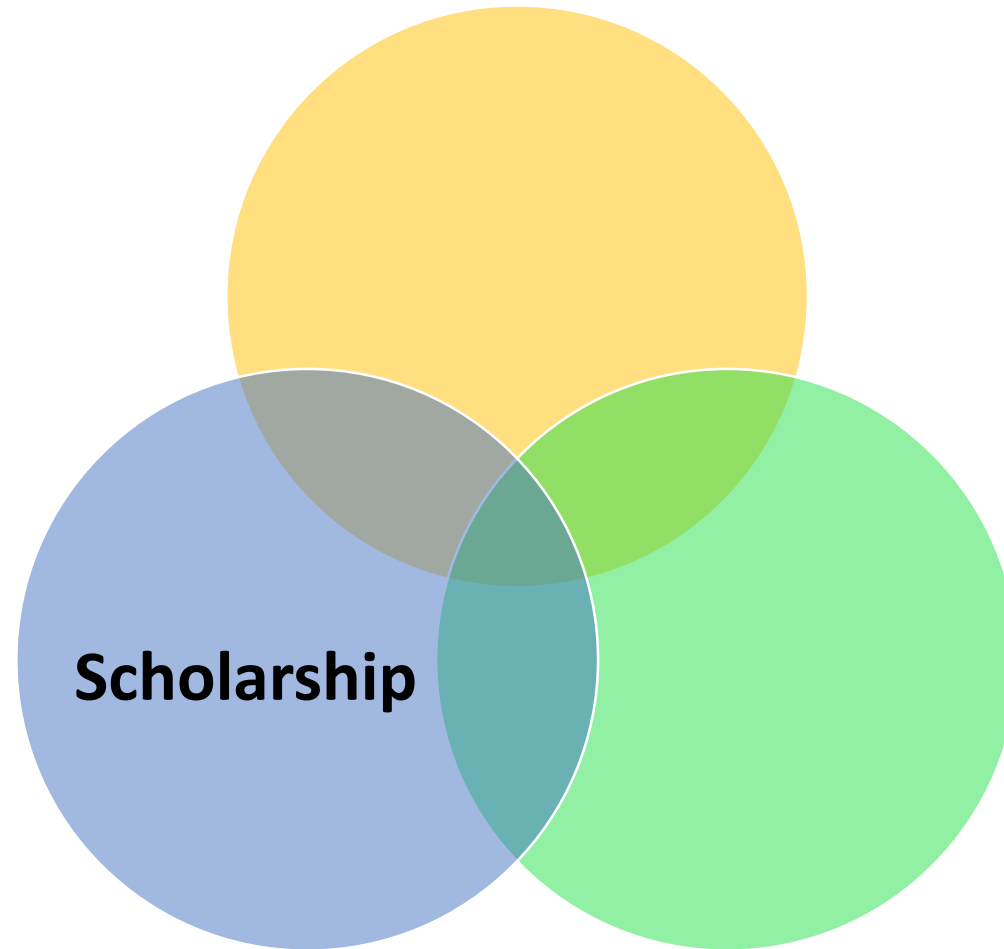
My Practice

- Is not disconnected from my professionalism
- It's where I exemplify my professionalism, my skills, my experience
- Role modelling
- Taking risks & being courageous
- Leadership

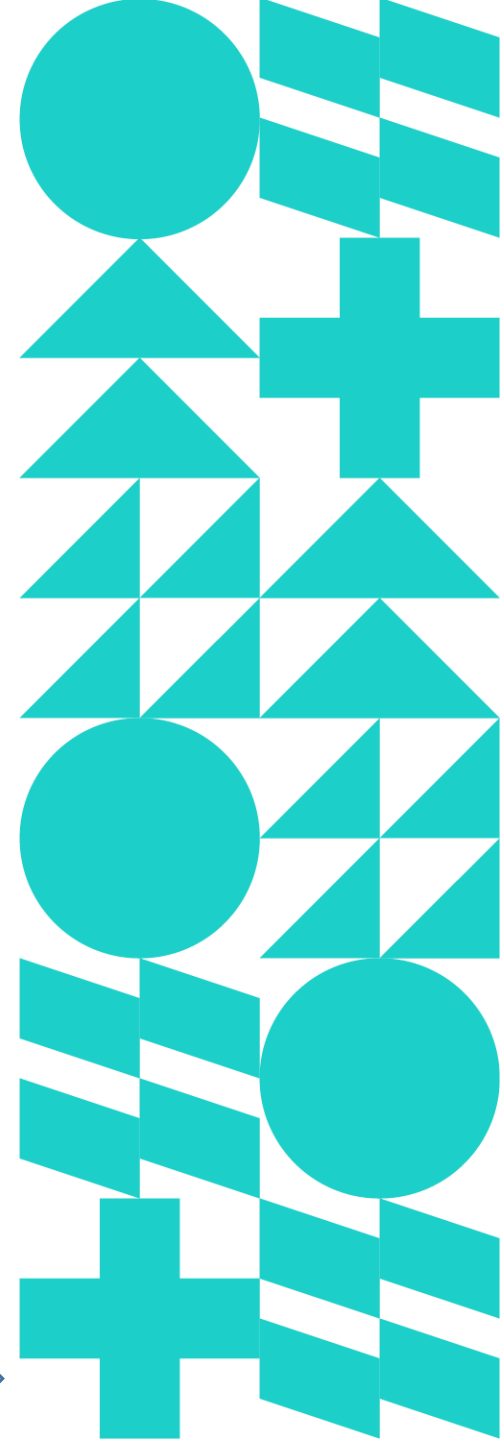
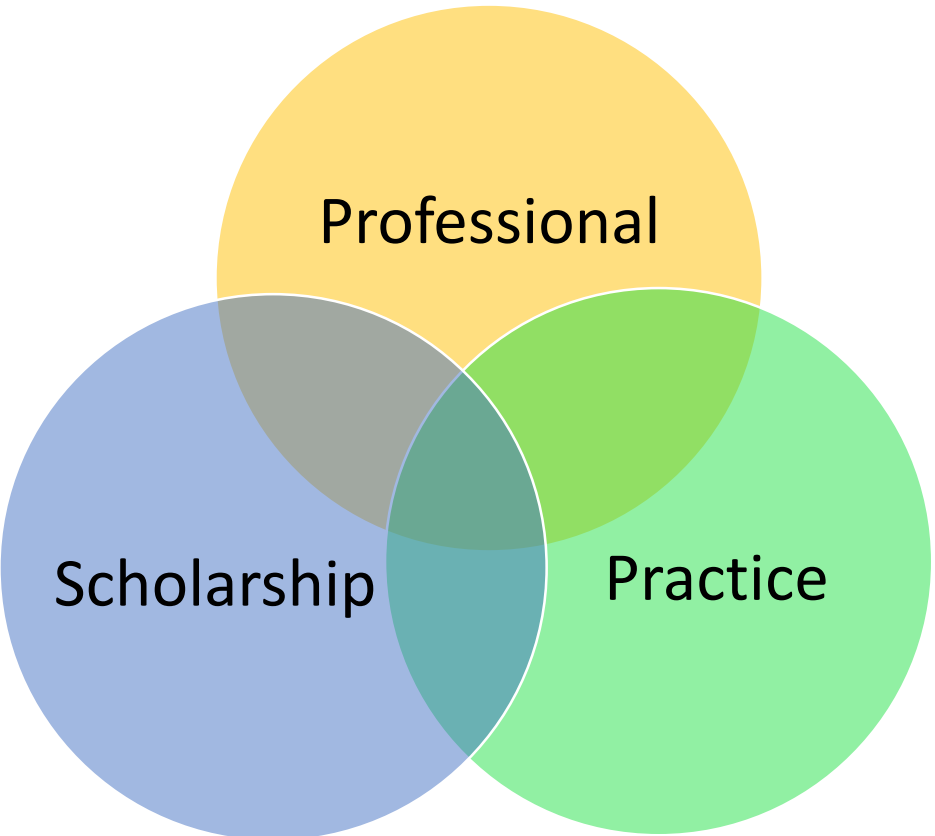


My Scholarship

- The exemplar or my thinking – my deepest thinking.
- My contribution to policy, academic writing, research, speaking.
- My response to policy, governments, organisations
- Grounded in my professional self and my practice

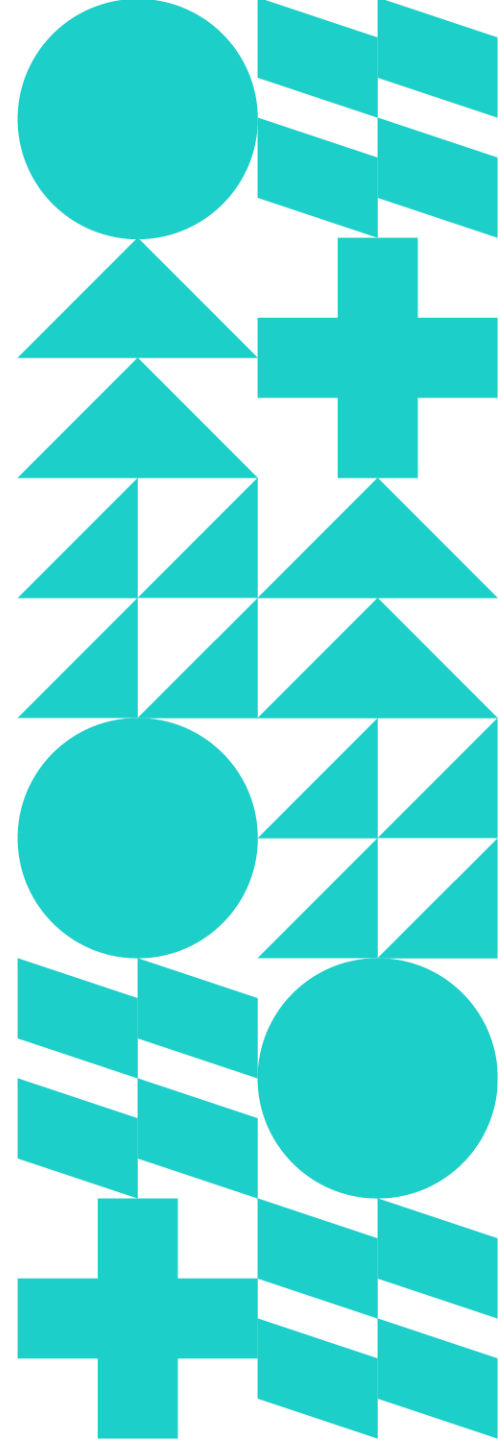


The Concept: We are the Academy



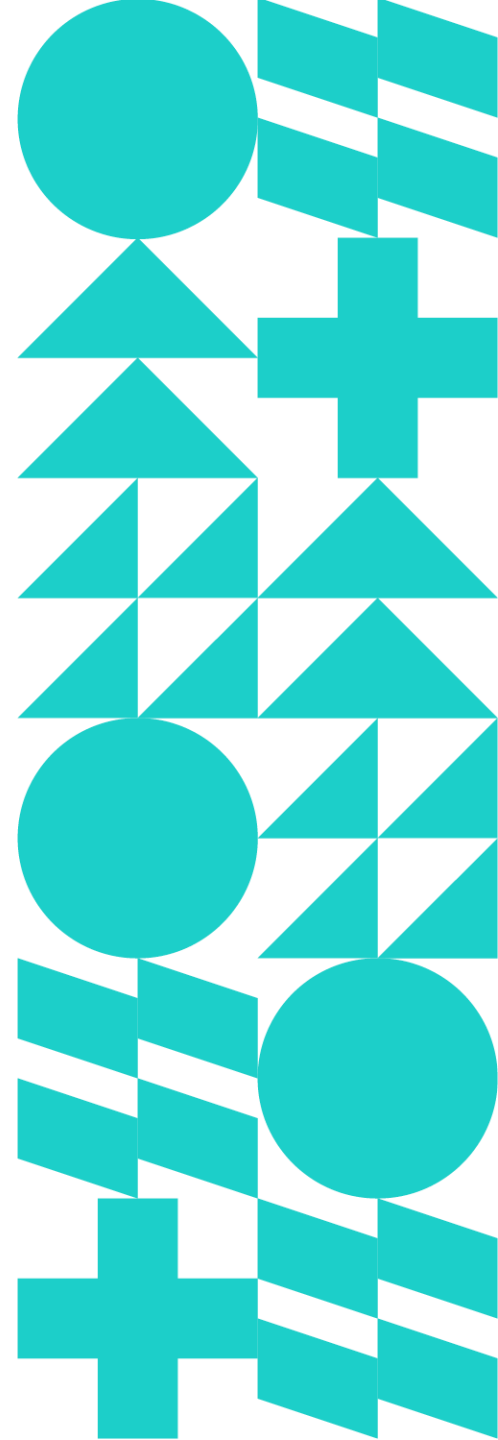
Political Astuteness: A skills framework (Hartley 2017)

1. Personal Skills
2. Interpersonal Skills
3. Reading People and Situations
4. Building alignment and alliances
5. Strategic Direction and Scanning



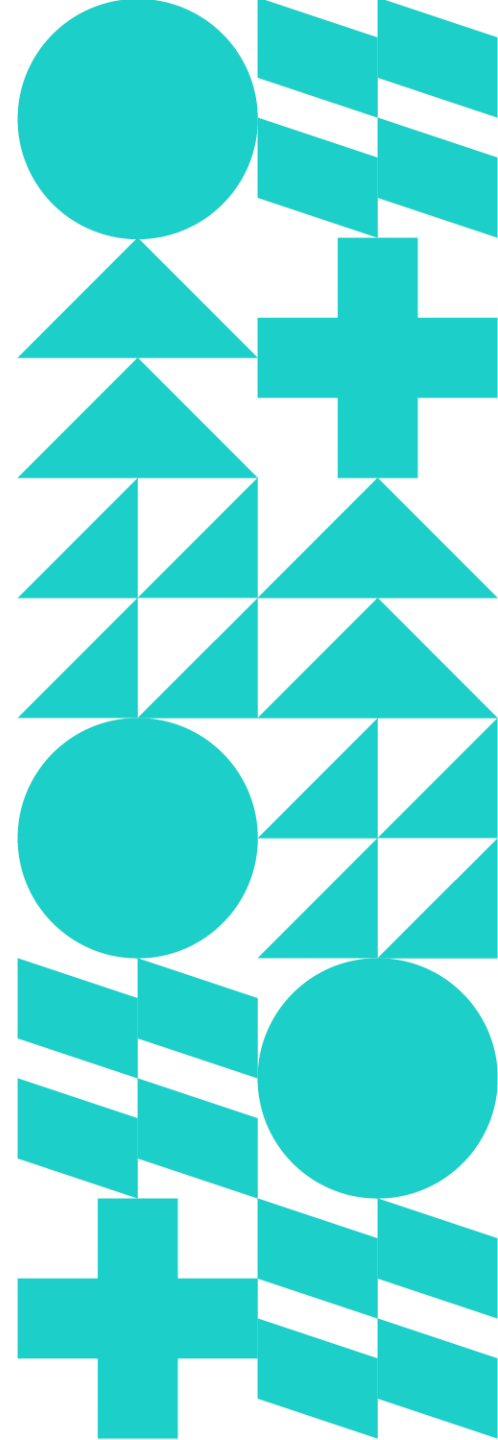
Personal Skills

Self awareness – your motives, behaviours and interactions with others – an **ability** to exercise self control over these.



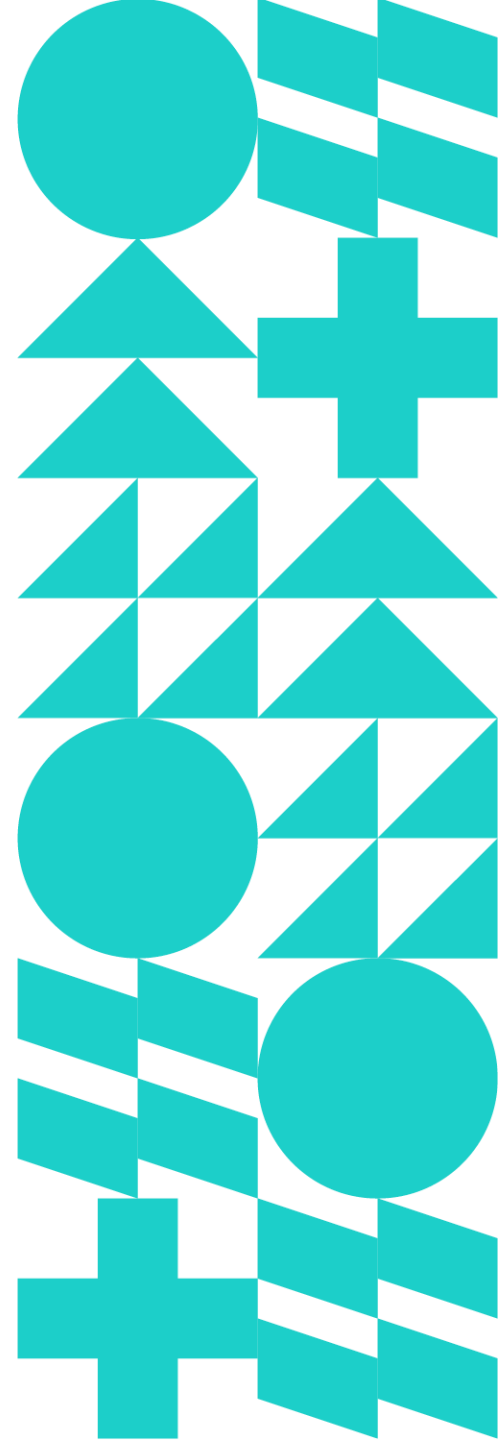
Interpersonal Skills

The capacity to influence and get buy in from people you have no direct authority over.



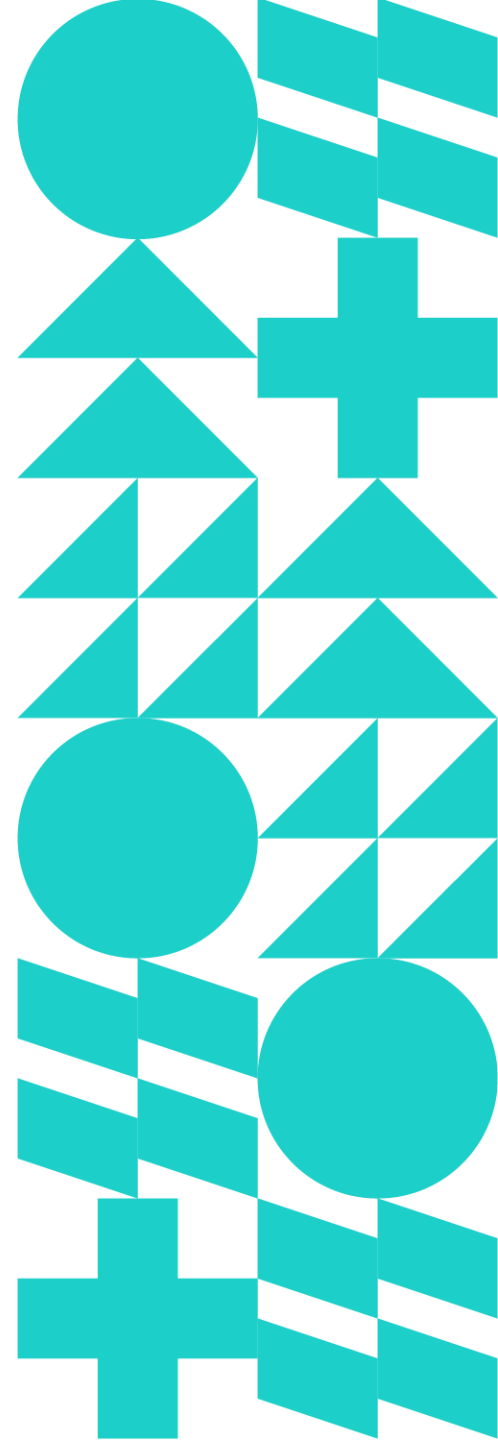
Reading People and Situations

The ability to analyse and to accurately read.



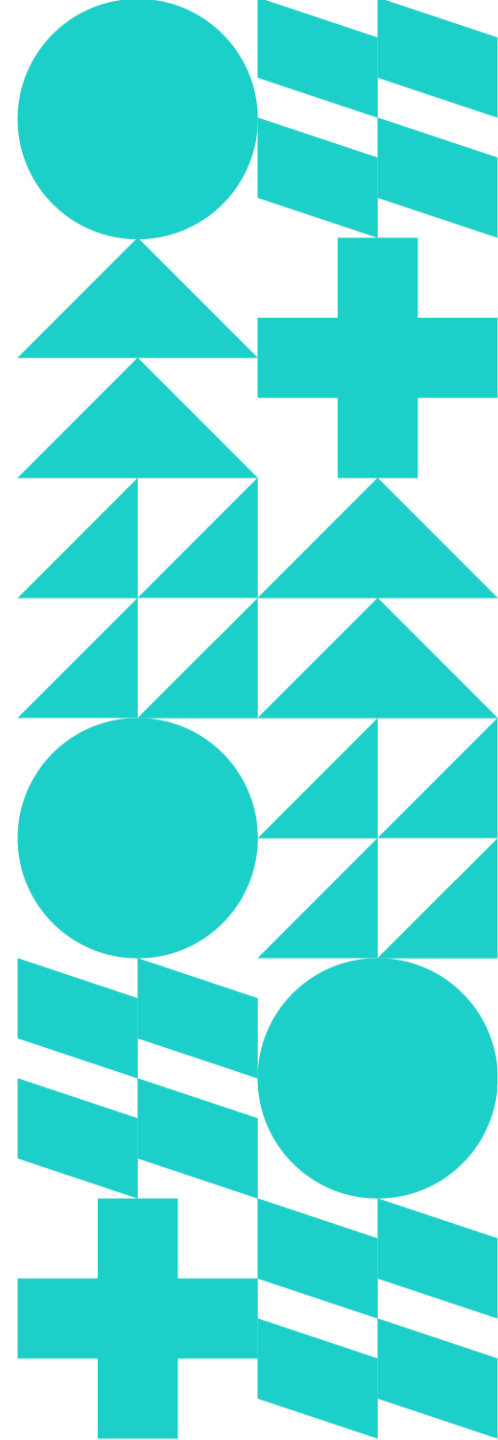
Building Alignment and Alliances

Recognizing differences in outlook and forging these into effective collaborations.

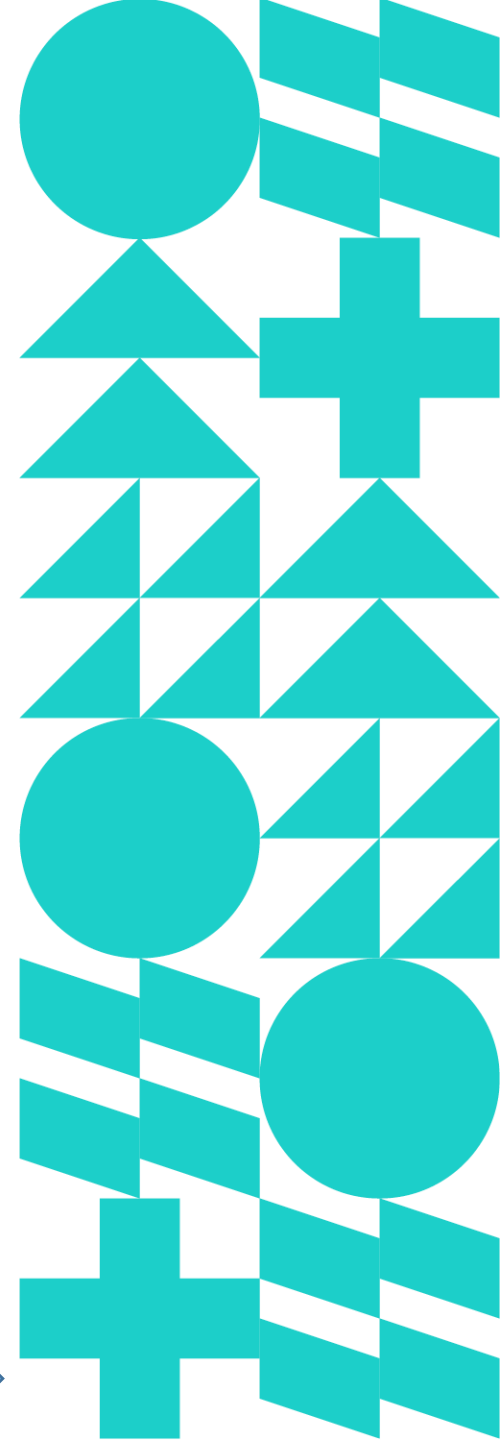
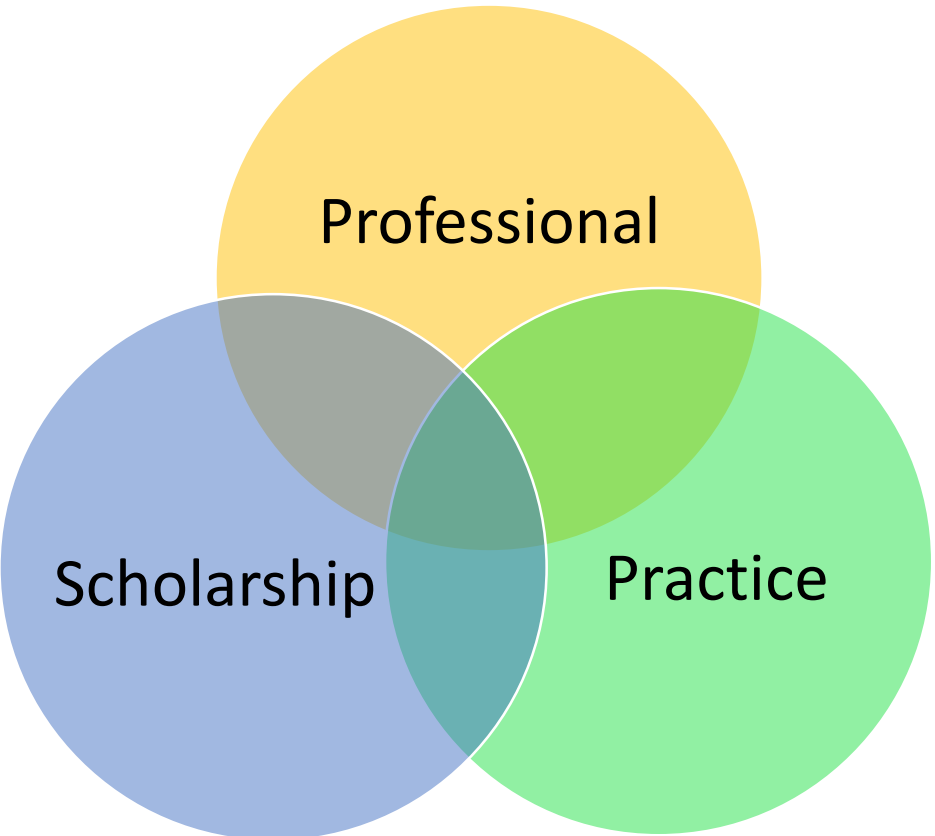


Strategic Direction and Scanning

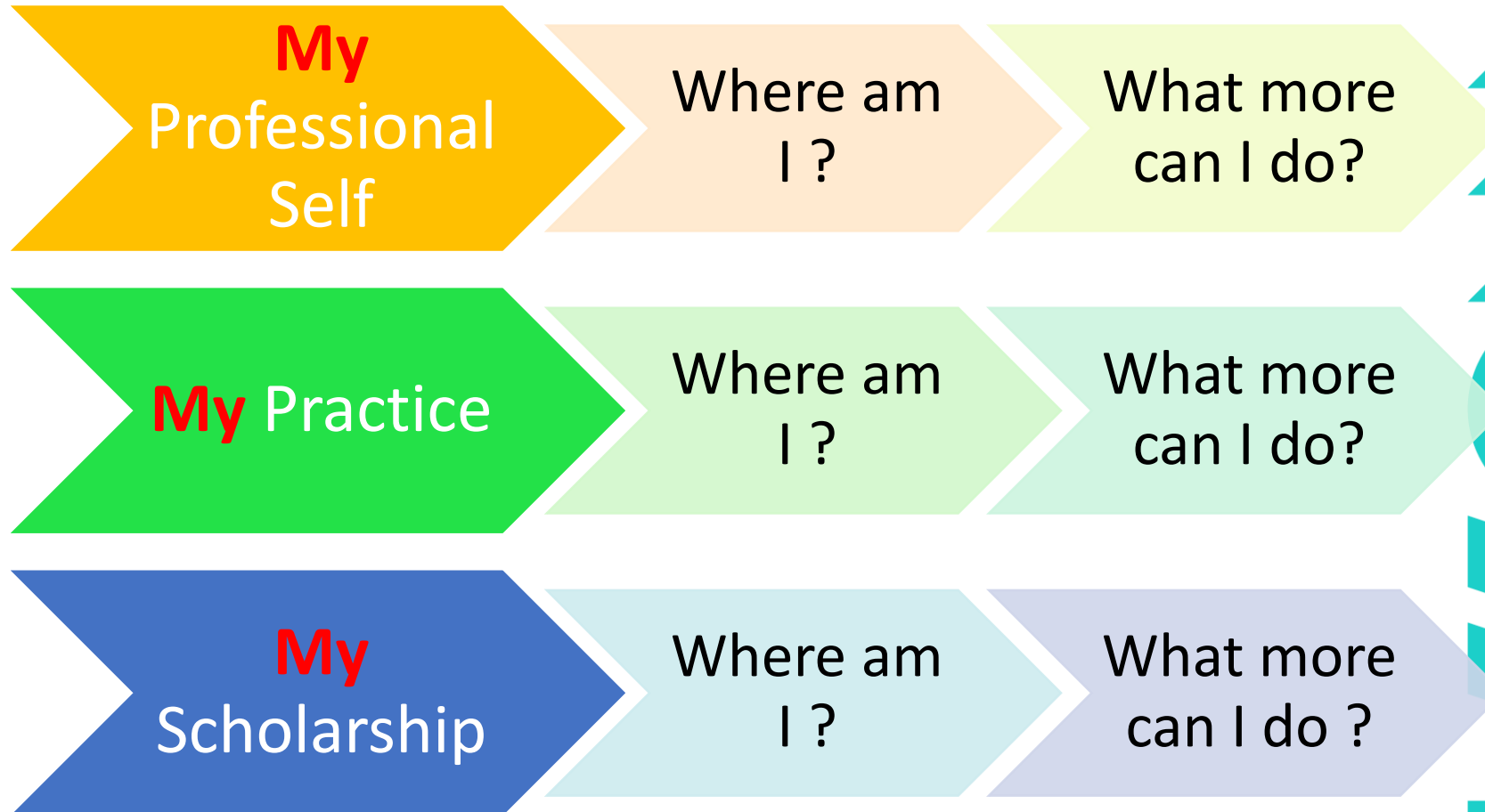
Thinking long term about issues that can impact and taking strategic action in relation to these.



The Concept: We are the Academy

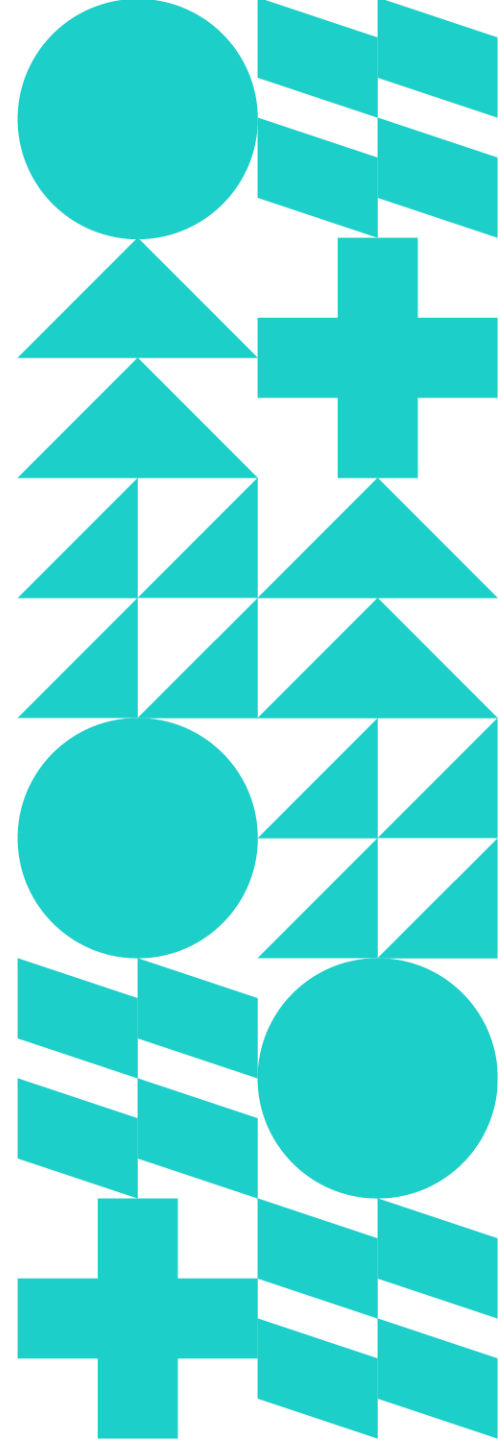


Time to think differently



Time to Think Differently

- Some of our structures wont stand time
- Nothing will change - if we don't change
- How can we make a bigger impact in the world?
- There is a need for greater professional leadership
- There is a need to extend beyond our boundaries



Visionary leadership – is it a choice

NO

