Leadership Bulletin December 2019

Articles

The following journal articles are available from the Library and Knowledge Service electronically or in print. Please follow links to access full text online, contact me to order copies, or call into your nearest library.

'It's the relationship you develop with them': emotional intelligence in nurse leadership: a qualitative study.
[This study aimed to investigate emotional intelligence (EI) and its relationship to nursing leadership. Strong, effective leadership is core to organisational competency and significantly influences care quality. EI is the ability to understand one's own feelings and to assess and respond to the feelings of others. It is linked to self-awareness, self-management, social awareness and social skills, all of which are vital in leadership roles.]
Available with an NHS OpenAthens password for eligible users

Challenges and practices in promoting (ageing) employees working career in the health care sector - case studies from Germany, Finland and the UK.
[This qualitative study analyses if and how organisations in three countries (Germany, Finland, and the UK) report similar challenges and how they support longer working careers in the health and social care sector (HCS).]

Developing new nursing leaders.
Foster S. British Journal of Nursing 2019;28(22):1499.
[The author considers initiatives both at home and worldwide to develop the leadership potential of nurses at all levels, and why it matters. A ‘save the date’ has come through from England's Chief Nursing Officer (CNO), Ruth May, for her 2020 Summit, which will provide an opportunity to reflect on the vision that she outlined in March 2019]
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Development of a national medical leadership competency framework: the Dutch approach.
[The concept of medical leadership (ML) can enhance physicians' inclusion in efforts for higher quality healthcare. Despite ML's spiking popularity, only a few countries have built a national taxonomy to facilitate ML competency education and training. In this paper we discuss the development of the Dutch ML competency framework with two objectives: to account for the framework's making and to complement to known approaches of developing such frameworks.]
Freely available online

Introducing employment passports for nurses and other healthcare workers.
The author discusses a new initiative from NHS England that plans to introduce NHS passports to help staff work more flexibly across different organisations. In September 2019 NHS England announced that, after successful piloting, it was going to roll out NHS staff passports. This was one of the aims of the NHS Long Term Plan (NHS England and NHS Improvement (NHSI), 2019).

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Events

You may be interested in this (these) forthcoming event(s):

**Breaking down the barriers: LGBTQ+ equalities.**

[With legal surgeries and expert advice on the support available to you from the RCN as well as many others, this is a day of inspiration and empowerment. Free event.]

RCN, London

All day event on: 25th February, 2020


For more information, please contact Lindsay.Chalfont@rcn.org.uk.

Reports

The following report(s) may be of interest:

**Health and social care workforce General Election 2019: priorities for the next government.**

The Health Foundation; 2019.


[There are three key actions that the next government needs to take: 1) To avoid nurse staffing shortages the government will need to expand international recruitment up to 2023/24. 3) Address the financial problems trainee nurses face while studying; 3) The government will need to consider a sector-specific route for international migration that works for social care post-Brexit, and funding towards increasing pay for social care workers.]

**A place to work: system approaches to workforce challenges in the NHS.**

NHS Providers; 2019.

https://nhsproviders.org/a-place-to-work

[This briefing examines how trusts are working with their staff and local partners to enable the workforce to adapt to new ways of collaborative working.]

**Freely available online**

**Cultural Intelligence: Working Confidently in Different Cultures.**

Mind Tools; 2019.

https://www.mindtools.com/pages/article/cultural-intelligence.htm

[Cultural differences aren’t just about nationality, ethnicity or belief. Many of us work in multigenerational organizations, alongside younger or older colleagues who have cultural references, assumptions and attitudes that are very different from our own. All of this means that we need to be better at understanding and operating in a wide variety of cultures. In this article, we
explain what Cultural Intelligence means, and explore practical ways to develop and enhance it.]
Freely available online

**People performance management toolkit: communications pack.**
NHS Employers; 2019.
[This refreshed communications pack provides materials to help human resources and communications colleagues promote the free people performance management (PPM) toolkit within their organisation. The toolkit is aimed at managers and encourages them to talk about all aspects of performance with their staff.]
Freely available online

This Bulletin was created by Liz Wright of NHS East Dorset Knowledge and Library Service

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