Leadership Bulletin January 2020

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.

Examining health care providers’ and middle-level managers’ readiness for change: a qualitative study.
[Research on readiness tends to focus on frontline providers or individuals in non-managerial positions and offers limited attention to individuals in middle management positions who are expected to lead frontline providers in change implementation. This study sought to examine both frontline provider and middle manager readiness for change in the context of primary care program integration.]

Working towards the trans-inclusive workforce.
[Key points; If unsure about a person's preferred personal pronoun, ask the person politely how it is that they wish to be known; Human rights apply to all of us. All staff, including transgender people, have the right to equal treatment and protection from discrimination; Our NHS will not tolerate discrimination, victimisation or harassment on the basis of a person's gender identity, gender expression or trans status; .]
Available with an NHS OpenAthens password for eligible users

Books

New book(s) from the Library and Knowledge Service. Call into your nearest library or contact me for more information.

- Humble leadership: the power of relationships, openness and trust / Schein, Edgar Henry; Schein, Peter A. (2018) WX224.2

Guidelines

The following new guidance has recently been published:

A guide to improving staff disability data.
NHS Employers;2020.
[This guidance will help employers improve their staff disability data by using the recruitment process, manager engagement and data collection more effectively. It includes tips, links to examples of good practice and references other supporting resources.]
Freely available online

**Nursing and midwifery e-rostering: a good practice guide.**
NHS Improvement; 2020.
https://improvement.nhs.uk/resources/rostering-good-practice/
[Revised guidance will enable trusts to achieve the Carter recommendations by easily identifying areas of improvement in e-rostering practices. The benefit this brings is that the right staff with the right skills will be in the right place at the right time, so patients receive the care they need, and trusts can better manage their workforce and financial efficiency.]
Freely available online

**Reports**
The following report(s) may be of interest:

**Accelerating transformation: How systems are funding and resourcing 'engine room' staff.**
NHS Confederation; 2020.
https://www.nhsconfed.org/resources/2020/01/accelerating-transformation
['Engine rooms' within systems help to facilitate and oversee transformation within many sustainability and transformation partnerships (STPs) and integrated care systems (ICSs). They are a team of staff who sit below the executive leadership and provide support to drive forward integration and system redesign. This report highlights the variation in how engine rooms are set up in systems across the country, showing how they are adapting to specific local circumstances and ways of working.]
Freely available online

**Gender and Nursing as a Profession: Valuing nurses and paying them their worth.**
Royal College of Nursing (RCN); 2020.
https://www.rcn.org.uk/professional-development/publications/pub-007954
[This report explores and critiques the gendered construction of value within the nursing profession and evaluates how value is attributed to nursing, the value placed on individuals and the status of the profession.]
Freely available online

**Growing our own future: A manifesto for defining the role of integrated**
care systems in workforce, people and skills.
NHS Confederation; 2020.
https://www.nhsconfed.org/resources/2020/01/growing-our-own-future
[This manifesto outlines the workforce powers, freedoms and responsibilities ICSs and STPs are increasingly asking for and the local commitments and relationships necessary to deliver change.]
Freely available online

Impact of a national quality improvement programme for hospital wards is unclear.
NIHR Dissemination Centre; 2020.
https://discover.dc.nihr.ac.uk/content/signal-000862/the-productive-ward-quality-improvement-programme-evaluation
[NIHR Signal. The Productive Ward quality improvement programme has shown some procedural changes on hospital wards in England in the 10 years since it was introduced. But evidence to show any sustained changes to the experiences of staff or patients is hard to find.]
Freely available online

Job Enrichment: Enhancing Jobs For Greater Motivation.
Mind Tools; 2020.
[Job enrichment means enhancing individual jobs to make them more rewarding and inspiring. This article explores the basics of job enrichment, and shows you how to keep your and your team’s jobs fresh and rewarding.]
Freely available online

Self-Disclosure: Connecting With Honest, Personal Communication.
Mind Tools; 2020.
https://www.mindtools.com/pages/article/self-disclosure.htm
[Self-disclosure is the process of passing on information about yourself to someone else – whether you intend to or not! In this article, we’ll look at the advantages and the pitfalls of self-disclosure. We’ll also explore the best ways to give and receive personal information at work.]
Freely available online

Staffing for Safe and Effective Care in the UK 2019 report: Reviewing the progress of health and care systems against our principles.
Royal College of Nursing (RCN); 2020.
[This report provides an overview of progress made against the safe staffing campaign principles during 2019. It includes country-specific updates as well as a look ahead to priorities during 2020.]
The impact of line/middle managers on workplace performance: report summary.
NHS Employers; 2019.
[This report summarises the findings of an independent review into the impact that line/middle managers have on workplace performance.]
Freely available online

Working With Seasonal Affective Disorder or SAD: Managing Winter Symptoms.
Mind Tools; 2020.
[In this article, we'll look at what SAD is, and explore how you can manage its symptoms – so that you and your team can stay productive and experience greater well-being during winter.]
Freely available online

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