

# Support for Leaders



**Renny Wodynska, Head of Area, Skills for Care  
Shirley Way, Locality Manager, Skills for Care**

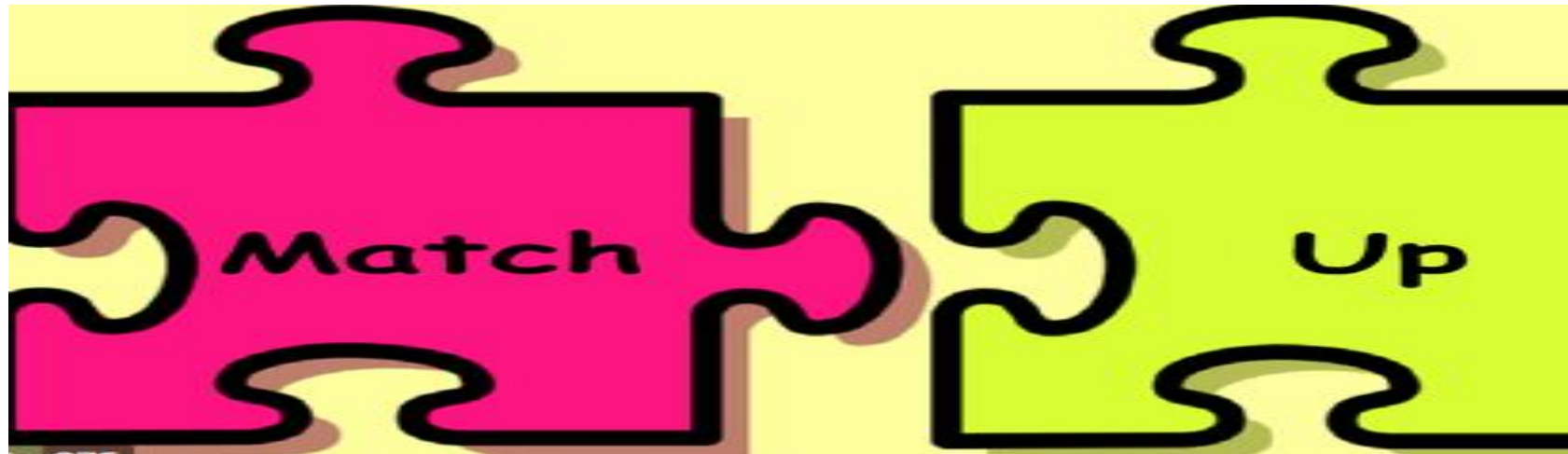
**Natalie Dibble, Registered Manager, St Mary's Nursing Home**





# Leadership and management: what's the difference?

Identify the five statements which you think best describe management activity and the five statements which best describe leadership activity.





# Leadership and management: what's the difference?

## Match Five activity

<b>1. Focusing on the future</b>  L or M	<b>2. Maintaining day-to-day functions</b>  L or M	<b>3. Emphasising interpersonal behaviour</b>  L or M	<b>4. Monitoring outcomes and results</b>  L or M	<b>5. Being improvement oriented</b>  L or M
<b>6. Facilitating change and development</b>  L or M	<b>7. Assuring quality in all that is delivered</b>  L or M	<b>8. Being efficiency oriented</b>  L or M	<b>9. Ensuring that work gets done</b>  L or M	<b>10. Establishing orderly structures</b>  L or M



# Leadership and management: what's the difference?

## Match Five activity

<p>1. Focusing on the future</p> <p>_____</p> <p><b>L</b> or <b>M</b></p>	<p>2. Maintaining day-to-day functions</p> <p><b>L</b> or <b>M</b></p>	<p>3. Emphasising interpersonal behaviour</p> <p><b>L</b> or <b>M</b></p>	<p>4. Monitoring outcomes and results</p> <p><b>L</b> or <b>M</b></p>	<p>5. Being improvement oriented</p> <p><b>L</b> or <b>M</b></p>
<p>6. Facilitating change and development</p> <p><b>L</b> or <b>M</b></p>	<p>7. Assuring quality in all that is delivered</p> <p><b>L</b> or <b>M</b></p>	<p>8. Being efficiency oriented</p> <p><b>L</b> or <b>M</b></p>	<p>9. Ensuring that work gets done</p> <p><b>L</b> or <b>M</b></p>	<p>10. Establishing orderly structures</p> <p><b>L</b> or <b>M</b></p>



# Management is...

Management in its broadest sense is about the systems and processes required to deliver current services efficiently and effectively:

- setting aims, objectives and performance indicators
- planning how progress will be made or a goal achieved
- controlling the process i.e. measuring achievement against a plan and taking corrective action where needed
- setting and improving organisational standards



# Leadership is...

## Direction

- Leaders are concerned to find ways forward, to generate a clear sense of movement and direction

## Inspiration

- Leaders may have ideas and articulate thoughts that are strong motivators for the working team, creating a directional energy

## Building teams

- Leaders see teams as the natural and most effective way of working and spend their time in encouraging and coaching

## Example

Leadership is example, it is not only what leaders do that affects others in the organisation, but how they do it.

## Acceptance

- Managers can be designated by title, but do not become leaders until that appointment is ratified in the hearts and minds of followers



## In a nutshell

It ain't what you do, it's the way that you do it...

“Management enables the organisation to function, leadership helps it to work well.”



# Don't forget to evidence

If it is not recorded it has not happened!







# Have you spotted future leaders?

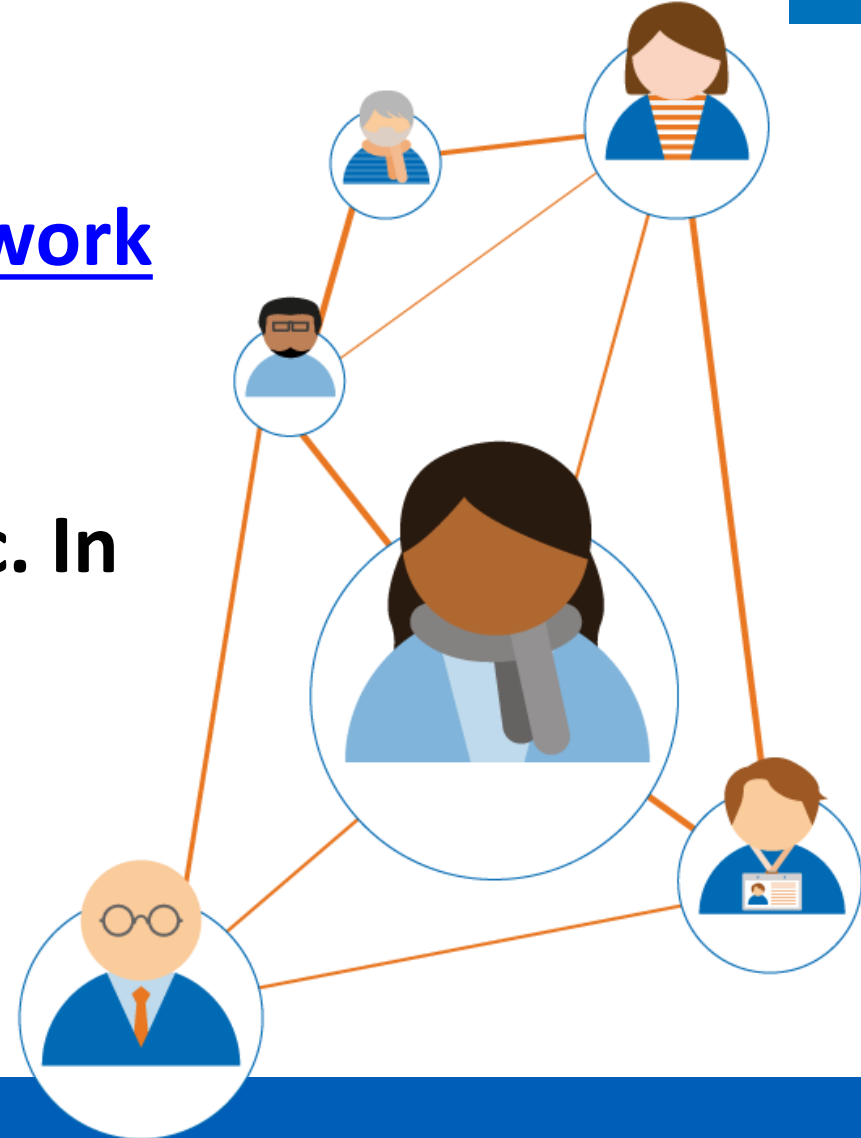
- Plan ahead – don't leave things to chance – [workforce planning](#)
- Identify future potential manager – nurture and develop – [Developing New Managers and Deputies](#)

[Succession planning - Practical ways to succession plan](#)



# Networks

- Registered Managers
- Deputy/Senior Development Network
- **Additional Networks - Learning Disabilities/Learning Providers inc. In house Trainers/Quality Assurance Leads**
- Nominated Individuals





< Back to menu

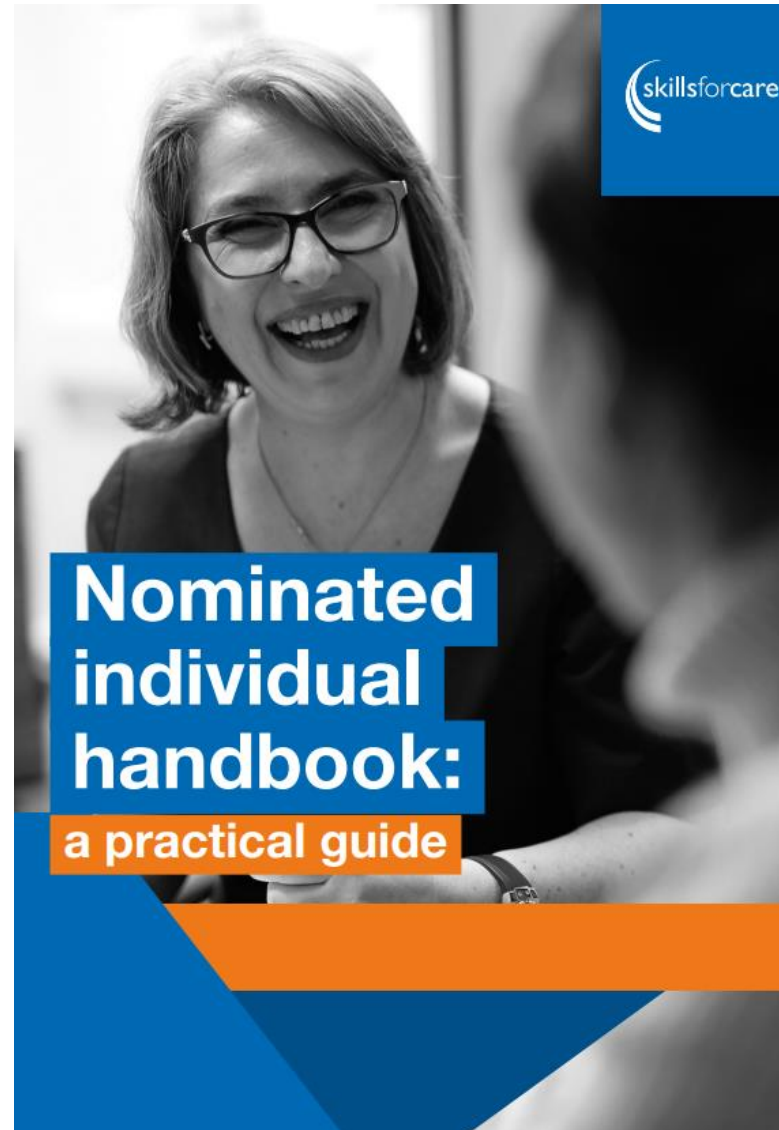
Nominated individuals

- Standards and regulations in the sector
- CQC expectations
- Develop yourself as a leader
- Support for registered managers
- Quality of care
- Safe staffing
- Build and maintain external relationships
- Shape the culture of your service
- Networking with other nominated individuals

National event in partnership with CQC - November 2022



# Coming this month ...



# New NI handbook

- **Quick start guide**
- **The role of the NI**
- **Raising the profile of the NI**
- **Promoting a positive workplace culture**
- **Governance and quality**
- **Understand the business**
- **Working in partnership with the RM**
- **Working with the wider community**
- **Digitising social care**
- **Legislation: A quick guide**



# My journey as a leader and manager

Natalie Dibble, Registered Manager, St Mary's Nursing Home, Stone

- **How did I get here**
- **What training and support did I access**
- **What were the challenges**
- **Top Tips to being a good leader/manager**



- [Leadership Qualities Framework](#)
- [Developing Leaders & Managers](#)
- [Leadership Programmes and CPD](#)
- [Digital Learning Modules](#)
- [Managing People](#)
- [Managing a Service](#)
- [Manager Membership](#)
- [Midlands Leadership Academy](#)



## Further support



**Contact your Locality Manager**

**[shirley.way@skillsforcare.org.uk](mailto:shirley.way@skillsforcare.org.uk)**