

# **North West Psychological Professions Network New & Emerging Roles Forum 21<sup>st</sup> April 2022, 1pm – 3pm**

# Housekeeping

- The slides and will be made available via the PPN website along with any supporting documents
- If you would like to ask any questions, please get involved using the chat function or raise your hand
- If you are having any technical problems, please send a message to Polly James via the chat function

# PPN Leadership Fellows

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## **Dr Dale Huey**

**Consultant Clinical  
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## PPN Leadership Fellows - Key Responsibilities:

- Establish a network for CPPOs and Senior Psychological Professional Leads within the ICS/STP
- Undertake a regional mapping of CPPOs and Senior Clinical Leads for each of the three ICS/STP footprints
- Work with the NW PPN Chair & PPN Programme Manager to develop a NW CPPO leadership development plan
- Ensure the full range of the 12 psychological professions views may be heard and represented

- Support CPPO / Senior Psychological Professions Leads to actively build and maintain close relationships, key workforce planning influencers and decision makers within their ICS/STPs to build the provision of expert psychological professional input and advice.
- Provide ICS/CPPO representation onto the quarterly NW PPN Workforce Council
- Provide agreed data collection, reports and updates to the NW PPN Chair & Workforce Council
- Represent and act as a spokesperson for the NWPPN when appropriate
  
- *Leadership and Management in the Psychological Professions: Discussion Paper (2020)*

<https://ppn.nhs.uk/resources/ppn-publications/35-leadership-and-management-in-the-psychological-professions-discussion-paper/file>



THOSE ARE MY PRINCIPLES,  
AND IF YOU DON'T LIKE THEM...  
WELL, I HAVE OTHERS.

- GROUCHO MARX

Learning from you as psychological leaders...

# Compassionate, collective, accountable leadership

## Ten principles of effective healthcare leadership

1. **Support, trust and compassion**
2. **Valuing diversity and fairness**
3. **Building effective teams**
4. **Building relationships across boundaries**
5. **Promoting learning and innovation**
6. **Promoting others' development and leadership**
7. **Ensuring effective performance**
8. **Ensuring the necessary resources are available and used well**
9. **Ensuring direction and alignment**
10. **Developing positivity, pride and identity**

*Compassionate Leadership for Compassionate Healthcare (West and Chowla).*

# Compassionate, collective, accountable leadership

## Representing a collective voice

1. “Collective leadership means everyone taking responsibility for the success of the organisation as a whole – not just for their own jobs or work area. This contrasts with traditional approaches to leadership, which have focused on developing individual capability while neglecting the need for developing collective capability or embedding the development of leaders within the context of the organisation they are working in.” (p.4)
2. “A leadership strategy is the result of a process of consciously and purposefully describing the desired leadership culture; identifying the skills and behaviours needed at an individual and collective level to create the desired culture; and planning the identification, development and diversity of designated individual leaders needed to implement and sustain the desired leadership culture.” (p. 17)

*Developing Collective Leadership for Healthcare (The King’s Fund and Center for Creative Leadership).*



# Introductions...

- Say:
  - Who you are
  - What organisation you work for
  - If you are the CPPO for that organisation (or think you should be)
  - If not, do you know who is the CPPO

# Key questions for today....

- What do YOU want from any Community of Practice or CPPO Network that we set up?
- What's the best way to find out what your staff want from you as CPPOs/professional leads?
- What domains should we collect information on (from Psychological Professionals in our organisations)?
- How would you, as CPPOs like to be communicated with?

**What do YOU want from any Community of Practice or CPPO Network that we set up?**

**What's the best way to find out what your staff want from you as CPPOs/professional leads?**

**What domains (or specific questions) should we collect information on (from psychological professionals)?**

**How would you, as CPPOs like to be communicated with  
(to and from us; wider workforce)?**

# Feedback

- What do YOU want from any Community of Practice or CPPO Network that we set up?
- What's the best way to find out what your staff want from you as CPPOs/professional leads?
- What domains should we collect information on (from Psychological Professionals in our organisations)?
- How would you, as CPPOs like to be communicated with?

# Next steps...

- Summarise preferences gathered
- Circulate synthesis of preferences for further comment
- Design and circulate survey for workforce
- Invites out to initial North West CPPO meeting