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RCPsych 5\textsuperscript{th} COVID-19 Webinar
April 30\textsuperscript{th} 2020

‘No time like the present – learning to lead’
Understanding Ourselves & Supporting Others during COVID-19

The Psychology Of Uncertainty: How To Cope With COVID-19 Anxiety
*Forbes Magazine*

That Discomfort You’re Feeling Is Grief
*Harvard Business Review*

Covid-19 and the doctor’s dilemma
For medics, the virus brings agonising professional choices — and acute personal risk
*Financial Times*

Managing mental health challenges faced by healthcare workers during covid-19 pandemic
*BMJ*
Acts of Leadership

Leadership is believing in the future, yourself, others, and in a higher purpose. It's about building culture, courage, and confidence through your actions and words and building teams that work to achieve common goals.

Behaviours that embody this sentiment are ‘Acts of Leadership’


In his first chapter, ‘Believe in Yourself’, he speaks about Imposter Syndrome, escaping unworthiness and turning workplace stress into Opportunity

A preview can be found at Google books
Acts of Leadership

Examples of acts of leadership that you may have done individually or as a group:

- Noticing your emotional reaction to COVID-19 and reflecting on it’s impact and the person you become e.g. anxious, low in mood, lacking self-confidence, not effective. Using the previous articles, these may help to frame the way you have felt and how you are feeling currently. What have you done during this time in response to the restrictions? Have these positively affected the way you feel? Are there any other ways of managing your emotions? e.g. unplugging from social media

- Coming together as a group of doctors to share in something different or incorporate practice to boost and sustain wellbeing e.g. mindfulness, yoga or quiz

- With reduced medical provision, you may have led a MDT, or worked with a nursing/AHP colleague to work out a difference or solve a clinical or non-clinical dilemma.

- Utilising your clinical skills and knowledge at this time to support nursing colleagues whom have no physical nurse training

- Utilising your insights around the psychology of anxiety, grief, uncertainty to support your team

- Recognising with your patients the difficult time we are collectively feeling and finding out how virtual working is affecting them.
Acts of Leadership

Examples of acts of leadership that you may have done individually or as a group:

- There have been many rapid changes lately to the way we work and services. If you have feedback, take it to your reps or consultant supervisor, nursing team lead. Why not ask your team for their feedback and pull it together into a brief summary? It may help to shine a light on e.g. inclusivity.

- Trust staff right through to the top may be more visible due to bulletins and briefs, bringing senior leadership closer to us. This may be an opportunity to directly contact senior leaders to inform of collective insights and build relationships between groups and teams.

- It may be that you have referred patients across to acute stress for physical health concerns around COVID-19. Despite the pressures, hospital staff have pulled together to support one another. You may have checked in with each other and shared your insights. Showing compassion to one another at this time is supportive and nurturing. You are also building relationships with medical colleagues.

DISCUSS THESE EXAMPLES WITH YOUR EDUCATIONAL SUPERVISOR IF YOU WISH TO SUBMIT ANYTHING SIMILAR FOR YOUR ARCP

CAN ANY OF THE ABOVE BE DEVELOPED FURTHER? BRING OTHER COLLEAGUES ON BOARD!
Compassionate Leadership

What is compassion?
Compassion can be understood as having four components: attending, understanding, empathising and helping (Atkins and Parker 2012). In the context of an interaction between a health care professional and patient compassion involves the following steps:

• paying attention to the other and noticing their suffering – **attending**
• understanding what is causing the other’s distress, by making an appraisal of the cause – **understanding**
• having an empathic response, a felt relation with the other’s distress – **empathising**
• taking intelligent (thoughtful and appropriate) action to help relieve the other’s suffering – **helping**.
Compassionate Leadership begins with Self-Compassion

The importance of starting with self, followed by acts of compassion to each other in creating a compassionate workplace
Compassionate Leadership

https://www.kingsfund.org.uk/blog/2020/03/covid-19-crisis-compassionate-leadership

https://www.kingsfund.org.uk/topics/organisational-culture/compassionate-inclusive

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Looking after Yourself

NHS Practitioner Health Programme
- Top tips on caring for yourself
- Wellbeing resources, apps, counselling support

Royal College of Psychiatrists
- regularly updated peer-reviewed information

- Contact BMA rep or directly
- BMA Wellbeing open to **ALL** doctors, even non-members

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Resources

FMLM has a range of resources available to SAS and trainees on leadership & management development

Use the FMLM Leadership and Management Standards for Medical Professionals to frame your leadership learning

“Start with Purpose, Lead with Intention, Gain Confidence, and Become the Leader Everyone Wants to Work With”

Shawn Hunter

Developed by NHS Leadership TV, Wessex & KSS, ‘Learning to Lead’ suggests activities to develop your leadership skills as you progress.

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