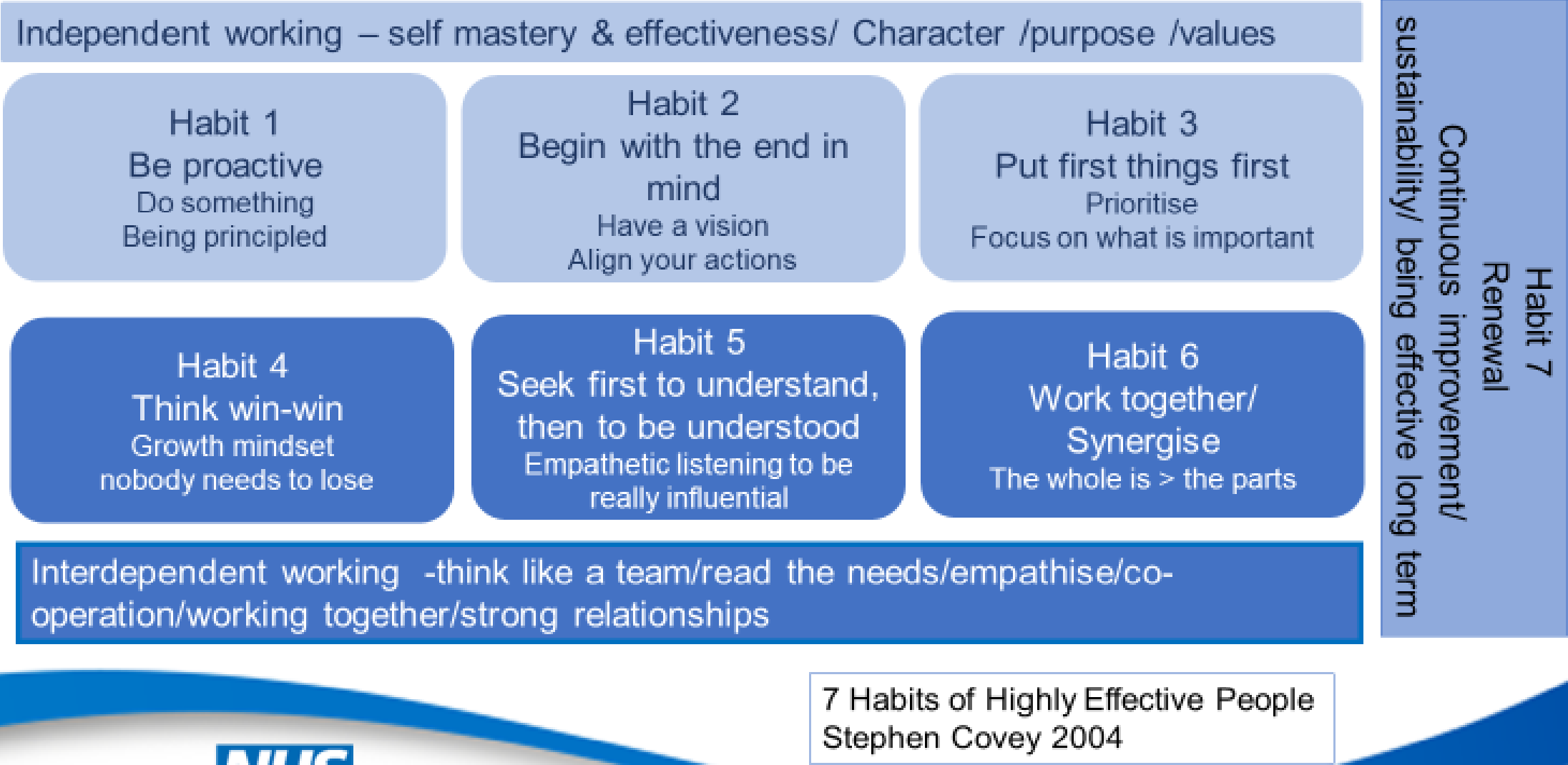


Introduction:

Working and learning in donation and transplantation is becoming ever closer. There is an emerging culture of shared educational opportunities. Leadership is an enduring theme for all practitioners in the pursuit of excellence in practice across these disciplines. Whilst leadership is indeed individual, with many models of leadership that offer a bespoke direction for any one practitioner to follow and develop, if we are to optimise collaborative opportunities, Covey’s model of leadership emerges as a strong framework on which common working culture, language and learning could be built across a workforce.

Discussion:

As a framework, this leadership model brings an opportunity for associated positive vocabulary with which greater communication can flourish. The common vocabulary it creates enables both recognitions and encouragement to be made, whilst simultaneously identifying leadership traits. It also enables challenges and tensions to be addressed, and resolved more objectively, including with greater civility. Moreover, the promotion of health and wellbeing as an integral component of the framework benefits both recruitment and retention of talented staff and the delivery of safe, effective and compassionate practice. This strongly aligns with NHSBT’s 2030 strategic aim of partnership collaborative working in an inclusive caring culture. Compassionate leadership has become a focus for NHSBT. Fostering this framework of principled practice could support that more fully, across the whole workforce, in all disciplines creating a sustainable service and a workforce ready for the future.



7 Habits of Highly Effective People
Stephen Covey 2004



Blood and Transplant

Fig1

Covey's model of leadership as a framework, reflects individual practice and interdisciplinary working in donation and transplantation domains

Fig 3

Attention to investment behaviours pays dividends in productive working

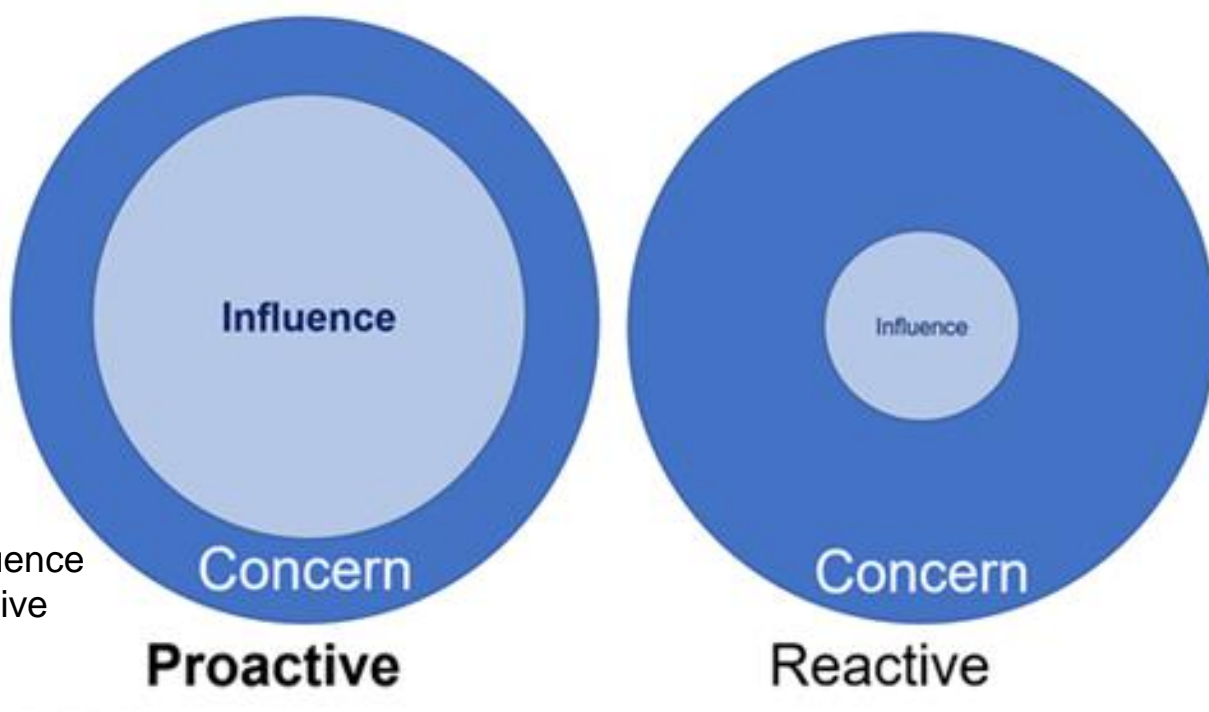


Fig 2

Extending influence through positive actions

Proactive

Reactive

Case presentation:

This framework is already established in NHSBT’s Child and Infant Deceased Donation (CIDD) Course where it serves a diverse range of disciplines and has been welcomed as a positive, proactive common platform structure of leadership approach when individuals use it. It addresses the challenges they face when leading the embedding of good donation practice, because the model itself aligns with the nature of this work.

Covey outlines 7 habits of leadership (fig 1); 3 habits of independent working, focussing on self leadership.

Individuals, within their own role and discipline can focus on developing strong, principled, proactive intentions to their work to extend their influence (fig 2) using the 6 credit types to enhance productive working (Fig 3)

The 3 habits of interdependent leadership focus on collaborative, interactive work with others, with deep listening, a growth mindset and team working central to these.

The 7th habit, renewal, focusses on those aspects that support continuous improvement, education being one of these. This habit is also linked to health and wellbeing, a focus of all progressive organisations and necessary in such demanding areas of practice, to sustain and retain practitioners.