

Leading through Education to Excellent Patient care (LEEP): delivering ‘Developing self’ successfully.

Background

LEEP (Leading through Education to Excellent Patient care) consists of four sessions and is the only HEE-endorsed taught leadership programme for trainee doctors in London since 2021.

The course is delivered both virtually via MS teams and face to face (F2F).

Session one of four (“LEEP 1 - Developing Self”) aims to:

- Increase attendees' understanding of leadership styles
- Increase attendees understanding of compassionate leadership
- Describe differences between leadership and management
- Understand qualities of “successful” leaders.

We share our experience and success of delivering this module.

“It was awesome and more than I expected!”

Emily Cribb, Christina Cotzias

West Middlesex Site, Chelsea & Westminster NHS Foundation Trust

“Great – interactive and hugely inclusive”



Methods

LEEP 1 consists of both didactic presentations and interactive breakout rooms, sessions typically run to approximately 3.5 hours. Pre course materials (consisting of a selection of topical videos) are sent to attendees prior to the session. LEEP 1 is CPD accredited by the CPD certification service for 4 CPD points. It focusses on collaborative and compassionate leadership, psychological safety and different leadership styles.

Both face-to-face and virtual formats were offered between January 2022–February 2023.

Feedback was obtained in writing in F2F sessions and via SurveyMonkey for virtual, and was then reviewed.

“Really effective session. Good combination of didactic teaching and group participation in discussion”

“Really fun and interactive”

Results

24 sessions were run (10 F2F, 14 virtual).

Feedback from 21 sessions was completed.

185 candidates attended, 52 F2F, 133 Virtual

157 completed feedback (47 from F2F, 110 from virtual sessions)

	F2F & Virtual (Mean)	F2F (Mean)	Virtual (Mean)
“I am Familiar with different leadership concepts” 1-10	8.6	8.6	8.6
“I have identified and developed my own leadership style(s)” 1-10	7.7	7.6	7.7
“I can appreciate the difference between leadership & management 1-10	8.7	8.7	8.7
“I have an understanding of what makes a successful leader” 1-10	8.5	8.7	8.5
“I understand the value of leadership (such as compassionate leadership and psychological safety) & it’s importance in healthcare” 1-10	8.9	8.8	8.9

Learning points:

LEEP 1 is an effective & deliverable introduction to leadership.

Both F2F and virtual sessions are successful for delivering content and increasing candidate knowledge - offering both formats increases accessibility for attendees.

“It was informative and engaging with a lot of opportunity for discussion”