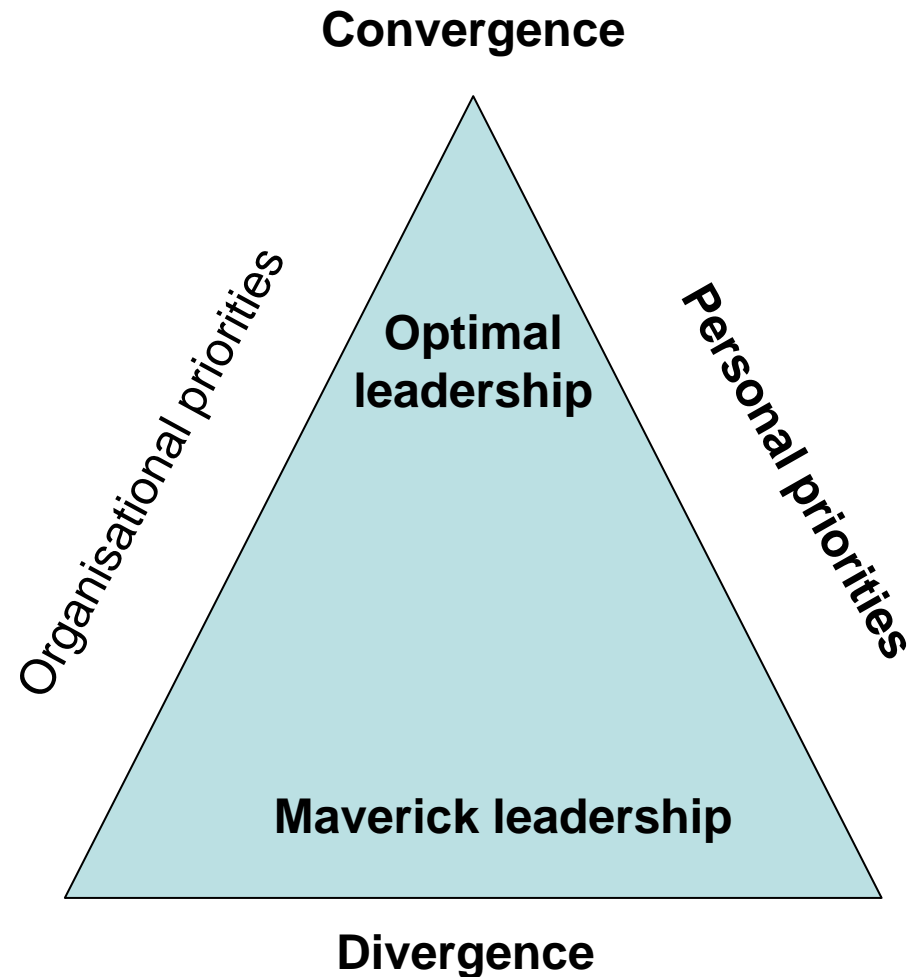


Developing nurse leaders – the experience in England



Professor David Foster
Deputy Chief Nursing Officer
Department of Health
England

Optimising leadership behaviours



Historical context

- From obedience



- To initiative



Nurse consultants

Each post has four core functions:

- expert practice
- professional leadership and consultancy
- education, training and development; and
- practice and service development, research and evaluation



The values in the NHS Constitution



Respect and dignity

We value each person as an individual, respect their aspirations and commitments in life, and seek to understand their priorities, needs, abilities and limits. We take what others have to say seriously. We are honest about our point of view and what we can and cannot do.



Commitment to quality of care

We earn the trust placed in us by insisting on quality and striving to get the basics right every time: safety, confidentiality, professional and managerial integrity, accountability, dependable service and good communication. We welcome feedback, learn from our mistakes and build on our successes.



Compassion

We respond with humanity and kindness to each person's pain, distress, anxiety or need. We search for the things we can do, however small, to give comfort and relieve suffering. We find the time for those we serve and work alongside. We do not wait to be asked, because we care.



Improving lives

We strive to improve health and wellbeing and people's experiences of the NHS. We value excellence and professionalism wherever we find it - in the everyday things that make people's lives better as much as in clinical practice, service improvements and innovation.



Working together for patients

We put patients first in everything we do, by reaching out to staff, patients, carers, families, communities, and professionals outside the NHS. We put the needs of patients and communities before organisational boundaries.



Everyone counts

We use our resources for the benefit of the *whole* community, and make sure nobody is excluded or left behind. We accept that some people need more help, that difficult decisions have to be taken – and that when we waste resources we waste others' opportunities. We recognise that we all have a part to play in making ourselves and our communities healthier.

The values in the NHS Constitution



Respect

We value each person and their aspirations. We seek to understand their needs and limits. We take them seriously. We are committed to what we can do for them.



Compassion

We respond with empathy to a person's pain, distress or need. We search for the best way to give comfort and support. We take time for those we see. We do not wait to be asked, we anticipate.



Working together for patients

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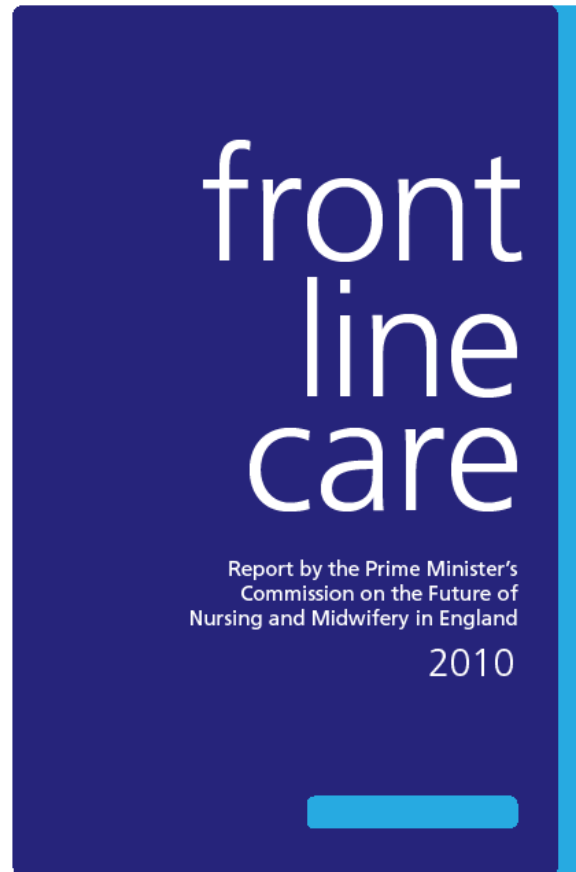
National Leadership Council

The Council's vision is for:

- An NHS with outstanding leadership and leadership development at every level to ensure high quality care for all



Prime Minister's Commission on the future of nursing and midwifery in England





The best way to predict the future is to invent it.

Immanuel Kant (philosopher 1724 – 1804)