



## **Developing leadership skills on placement: suggestions for trainees and supervisors**

### **1. Gaining direct experience of taking a leadership role**

#### **Taking a direct clinical lead**

- Take a lead on psychological care-planning for a client
- Take a lead on presenting psychological issue(s) to colleagues/teams, (e.g. formulation of a case).

#### **Developing supervision/ training skills**

- Identify any opportunities for supervision, mentoring, consultation, teaching and training others that are appropriate to the trainee role (i.e. appropriately limited in scope/extent).
- Take a lead on supervision or consultation to a professional from a discipline other than psychology on a single case.
- Identify training opportunities that can be used to educate other professionals about the role/ skills and application of clinical psychology.

#### **Developing strategic thinking**

- Identify and discuss issues in supervision that relate to leadership (e.g. team dynamics/ team management and the role of psychologists in their management) with a specific focus on the strategies that a clinical leader needs to adopt to implement
- Use discussion of strategy to develop and maintain (and if required repair) effective working relationships with other team members.
- Gain experience of self-managing workload to fulfil course and clinical (placement) requirements.

#### **Applying research skills**

- Take a lead on a service-related research project that explicitly includes feedback to the service on any recommendations/ implications.

#### **Developing presentation skills**

- Assist with “public relations” and “marketing” activities (e.g. presentations to interested parties about training).
- Seek out opportunities to present at team/trust away days/meetings.

#### **Developing reflective practice in relation to self-management needs**

- Gain experience of actively identifying training needs and discussing these with supervisor, using this discussion to help prioritise the agenda for supervision
- Self-evaluate progress in training (both development and training needs) on the basis of systematic monitoring of the impact of interventions

## **2. Gaining knowledge that contributes towards leadership capacities**

- Gain knowledge of other professionals ways of working (including the assumptions and professional values which influence their practice)
- Gain knowledge of service users' views
- Gain knowledge of current national issues that relate to healthcare provision, and of local organisational issues (through background reading and discussion with placement supervisor).

## **3. Gaining feedback on leadership style and capacities**

- Gain feedback on leadership style from supervisor, including strengths/needs.
- Gain feedback from other professionals/ service users (360 degree feedback).