



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).