



The Manager as Leader of Dementia Practice

A four-day experiential course

Who is this course for?

Do you work in a leadership, supervisory and management role in a setting where people with dementia are cared for? Does your role require you to implement the national dementia strategy in your area and contribute and influence the ways that care and services are provided? This inspiring and practical, first level awareness, four-day course provides a training opportunity for anyone in a supervisory management position. The programme introduces participants to the concepts, skills, techniques, behaviours, attitudes and



underpinning philosophies associated with management and leadership. The outcome will be that you will be better able to deliver effective health and care dementia services.

Why this course now?

The demands of managing and supervising team members can create challenges and conflicts. Reports from the Care Commission (Scotland), the Care Quality Commission (England & Wales) and Regulation and Quality Improvement Authority (Northern Ireland) have emphasised the need for managers to demonstrate the required practice and show leadership. Creating a positive culture of care, centred on the individual, requires effective managers who also need to be proficient leaders.

(The National Care Homes Research and Development Forum 2006)

How will I benefit from doing this course?

Be prepared to have your personal thinking challenged! Be open to stimulating ideas on how you can improve and enhance your leadership. You will have the unique opportunity to reflect on your current style of management and leadership and assess its effectiveness in light of theory and experience. Previous participants on this course commented on their increased motivation, enthusiasm and renewed passion for improving practice as a result of attending this course.

What is the course format?

This course consists of:

- two days facilitated experiential learning
- the completion of a workplace project, applying learning to practice
- two follow-up days of facilitated experiential learning and sharing of practice
- access to ongoing e-mail and telephone support for the duration of the course

Where is this course?

You can choose to do this course in either **Belfast** or **Stirling**. You will be required to attend all four days of this course at one venue. There are numerous leadership theories available. This course uses Kouzes and Posner's "5 Exemplar Leadership Practices" (outlined below) as the framework for development.

Model the way

1. Find your voice by clarifying your personal values
2. Set the example by aligning actions with shared values

Inspire a shared vision

1. Envision the future by imagining exciting and enabling possibilities
2. Enlist others in a common vision by appealing to shared aspirations

Challenge the process

1. Search for opportunities by seeking innovative ways to change, grow and improve
2. Experiment and take risks by constantly generating small wins and learning from mistakes

Enable others to act

1. Foster collaboration by promoting cooperative goals and building trust
2. Strengthen others by sharing power and discretion

Encourage the heart

1. Recognise contributions by showing appreciation for individual excellence
2. Celebrate the values and victories by creating a spirit of community

Kouzes & Posner, 2003, page 15 The Leadership Challenge Workbook (for more information visit www.leadershipchallenge.com)

Course leaders

Maria McManus

Associate Director DSDC

Maria joined the Dementia Services Development Centre, University of Stirling in 2007. She has a background in occupational therapy and has worked as both a clinician and manager in general adult mental health services and psychiatry of old age. She has been a registered occupational therapist since 1986. In 2000 she completed an MBA with specialism in Health and Social Care at the University of Ulster and in 2005 she completed an MA in English at Queen's University Belfast. Maria is experienced in project management and development and she has led services in day care, OT, day hospitals, community development, and vocational rehabilitation. She has worked extensively across the interface of health and personal social services trusts and the voluntary and community sectors. She has a special interest in design for people with dementia and the provision and enhancement of creative arts and meaningful activities in dementia care.

How to book

Booking a place on these courses can be done by

Phone:

(Stirling) Lynsey Manson 01786 467740
(Belfast) Maria McManus 02890 737846

Email

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maria.mcmanus@stir.ac.uk

Website

www.dementia.stir.ac.uk; www.dementiashop.co.uk

To be entitled to a refund all cancellations MUST be received in writing no later than 2 weeks prior to the event date. An 80% refund will be given if cancelled more than 4 weeks prior to the event and 50% refund if less than 4 weeks notice is given. No refund will be given if cancellations are received within 2 weeks before the event. Should you be unable to attend, a substitute delegate is welcomed.

Dates

Stirling

25 & 26 Feb 2010
13 & 14 April 2010

Belfast

20 & 21 April 2010
1 & 2 June 2010

Theresa Douglas

Independent Management Consultant

Theresa is an independent consultant involved in professional, workforce and organisational development. She has been a qualified nurse for nearly 30 years and is a qualified higher education teacher and neurolinguistic practitioner. Over a 5 year period she facilitated the Royal College of Nursing Clinical Leadership Programme initially locally and subsequently across NHS Scotland. She is currently a non-executive director on the board of NHS Lothian. Her passion is enabling individuals, teams and organisations to maximise their effectiveness and potential.

Cost

£699 per delegate
(includes a resource folder and all hospitality)

Contact us

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