

Don't forget about you!

Developing the mindset of the NHS leader



Making Mentally Healthy Staff

We spend so much time focusing on our patient's health and well-being that it can be easy to forget about our own

As a manager in the NHS, it is often the case that you are so busy with the running of your department and teams, that you forget to take time for your own CPD. The nature of the role has changed dramatically over the past 5 years though. Not only do you deal with budget restraints and a variety of government policies, but Covid-19 has left you with numerous challenges in order to address the backlog in appointments, and address staffing and recruitment issues.

In order to cope with the increasing complexity of the modern world on your hospitals and teams, your personal development has never been more important! We are sure you are already familiar with the tribulations of this Covid-era and its impact on your capacity to perform even your basic functions in your roles!

So we have come up with a way that your managers and leaders can grow their thinking in their roles, which will allow them to think at a new, more Dynamically Intelligent level, benefitting your Trust and your teams.



So What?

Increase complexity in your thinking to match the changing environment.



Business Benefit

Qualitatively better decisions result in cost savings and more staff-focused solutions



Personal Benefit

Adult meta-cognition is new. Thinking about your thinking in a developed way is very rewarding. This is only for adult thinkers!

Constructed Development Theory

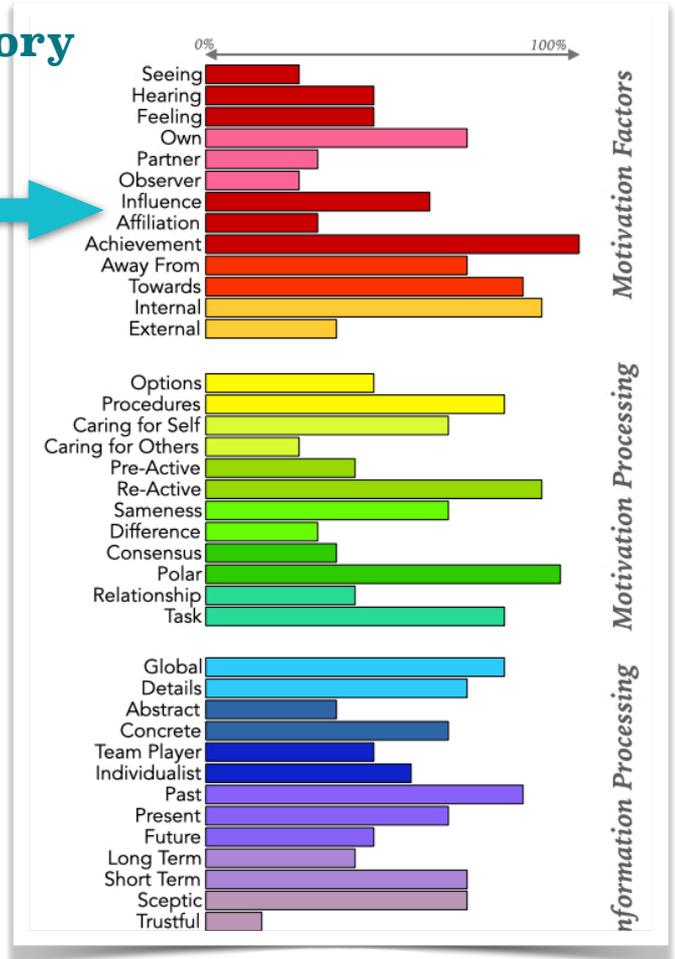
By deconstructing our thinking into specific cognitive shortcuts, we can discover your unique Thinking Style



Imagine the collective result of 100 NHS managers (at Band 8 for example), which maps every facet of their Dynamic Intelligence until we discover the optimum construction of the perfect Band 8 manager!

This is what we can offer: by focusing on how we utilise unconscious shortcuts in our thinking, we can increase our self-awareness. The greater our self-awareness, the greater our capacity to respond in the moment. And this means an increase in your capacity to perform in your role! Consider how the NHS is changing going forward. We need to match this growth potential with your staff potential.

By understanding how you construct *you*, we at CogniLibro can map this to the requirements of being at any higher organisational level and offer something completely new: Vertical Development! If you haven't heard of it until now, it's the best way to develop your staff!



Only leaders who are aware of their construction of self will become complex enough for their future roles.

- Stevens, (2019)

A DEVELOPMENT PROGRAMME IS THE SECRET WEAPON

As a final thought: a CogniLibro Vertical Development programme has the right development at the right time to make leaders the best they can be. They expand perspective, inspire, and provide challenges and support for everyone at the appropriate levels. We have the expertise to help an individual leader, Leadership Team, or entire workforce unlock their full potential. Whether you are developing your supervisory teams, or your leadership teams, the CogniLibro approach works!

We have helped many NHS teams perform better. Let's start doing the same for you!



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