**Learning Outcomes Assessed:**

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| LO1 | **Critically appraise the importance of political awareness for nurses and the role nurses play in influencing policy in relation to healthcare delivery** | Assessment 1 |
| LO2 | **Critically evaluate leadership theories, skills and practices and the importance of effective leadership in healthcare** | Assessment 1 |
| LO3 | **Critically analyse the concept of team working and identify a range of performance strategies required for team effectiveness, ensuring risk aversion and effective risk management** | Assessment 1 |
| LO4 | **Critically appraise the process of transitioning from student nurse to registered healthcare professional and reflect on own development needs** | Assessment 1 |

**Assessment Brief**

The assignment is a 5,000-word essay. **The essay should critically analyse the contribution of leadership relating to a change identified in your clinical practice**. This can either involve review of your own leadership skills or your observations of leadership of an individual that you have encountered. A key requirement is to incorporate relevant theory and decision tools to critically analyse and explain practice.

Guidance Notes:

The approach that you take will vary according to your individual style and the change in practice that you choose to critically analyse. However it is expected that your essay will include: -

* An introduction that justifies your choice of change ***in*** practice.
* Critical reflection and evaluation of your own strengths and weakness as a leader, identifying actions which will help realise your individual leadership potential, and a tailored action plan according to the change in practice.
* Critical analysis of the leadership theories that facilitate the change employed.
* Clear evaluation of the alternative methods/ strategies / styles.
* Influence of political and ethical issues on the leadership of the change
* Critical reflection on how the leadership style utilised influenced the outcome of the change in practice.
* Appraisal and reflection on your role in this change process, working in a team, how your leadership behaviour may influence team effectiveness and risk management.
* An evidence-based account incorporating a range of literature to support your discussion of the leadership of the change.
* Finally, apply this learning to demonstrate how this informs your own development as you prepare to make your transition from student nurse to registered nurse.

Change practice need not imply undertaking fully registrant responsibility. It is about identifying a challenging area of care processes which you’ve encountered, or the introduction of a new method of service delivery you participated in on a clinical placement e.g. patient, environment, equipment, protocol, and procedure care. Then as a leader or observation of a leader, how this wasaddressed via learned leadership and management approaches.

Remember that depth of investigation and critical analysis is crucial to writing at level 6. Please feel free to seek advice from or discuss ideas with the module tutors.

**Introduction:**

* Introduce your assignment with focus and aim.
* Provide background of leadership.
* Introduce your change.

**Main Body:**

**LO1 –** **Critically appraise the importance of political awareness for nurses and the role nurses play in influencing policy in relation to healthcare delivery**

* Influence of political and ethical issues in leadership
* NHS polices, strategy and influential power balance
* Evidence based approach to practice
* Nursing role to initiate/ implement & influence policy
* Critically analyse polices in relation to your proposed change or in relation to leadership
* Make sure you apply all concepts to your proposed change

**LO2 – Critically evaluate leadership theories, skills and practice and the importance of effective leadership in healthcare**

* Reflect and evaluate your own strengths and weaknesses as a leader (Myers-Briggs personality assessment tool)
* What kind of personality are you? (Myers-Briggs)
* Critically explore leadership theories – can choose three theories and critique in relation to your chosen change
* Explore leadership styles, their strengths and weaknesses and how they enhance/ hinder outcome
* Make sure you apply all concepts and theories to your proposed change

**LO3 –** **Critically analyse the concept of teamworking and identify a range of performance strategies required for team effectiveness, ensuring risk aversion and effective risk management**

* Appraise and reflect on your own role in this change process – Use Belbin’s approach and apply it to your chosen change
* How does your leadership behaviour influence team effectiveness and risk management?
* Consider how to support team involvement during the change process
* The NHS Leadership model – critical analysis
* Critically explore how the leader manages risk during the change process
* Make sure you apply all concepts to your proposed change

**LO4 –** **Critically appraise the process of transitioning from student to registered nurse and reflect on your own development needs**

* What needs to change to ensure you are an effective leader? Discuss transitioning from student to registered nurse
* How you are going to achieve this e.g. PDP? SWOT analysis?
* What are the strategies to overcome reality shock?
* Resilience
* Mentoring and supervision – apply critical analysis to this process
* You must include a SMART PDP and SWOT analysis as appendices – must be in relation to leadership & management
* Make sure you apply all concepts to your proposed change

**Conclusion:**

* Summarise your assignment
* Are there any important lessons or points to take on board?
* What can be taken into consideration for future practice and in relation to your proposed change?

**Reference List – ensure following Harvard referencing**

**Appendices – Must include a PDP & SWOT analysis**