PLAYING TO YOUR STRENGTHS

Programme Overview

We believe where leaders play to their strengths they are energised and can channel that energy into driving quality improvements.

The purpose of Playing to Your Strengths (PTYS) is to draw attention to senior leaders’ strengths and sources of resilience so that they can leverage these and lead effectively in times of unprecedented change and uncertainty. PTYS adopts an “assets” or “strengths based” approach advocated by many researchers and practitioners in the field of leadership and psychology.

The PTYS model has also been adapted to work as a team intervention. It has been used to support a number of senior leadership teams within Health and Social Care. The team based model focuses on developing the strengths and resilience of individual team members and also those of the team as a whole.

What are the aims of the programme?

- A fresh understanding of what drives modern leadership.
- Heightened awareness of the key to creating greater presence, influence and impact through drawing on the energy from their strengths.
- Fresh ideas to modify and control their stress responses and turn them into positive energy and motivation.
- Effective and mutually supportive relationships that help each other through adversity and change.
- A rich source of practical skills revealed during group discussion to enable leadership in the face of uncertainty.
- Personally tailored support and guidance, and the opportunity to follow up your specific interests in more detail.
- A personal development plan.

Programme Elements

Playing to your strengths is a brief intervention consisting of a one day development workshop sandwiched between two coaching conversations, including 360 feedback.
Who is the target audience and how are they selected?

For the National programme, the target audience is Directors, Chief Officers and senior leaders across Health and Social Care. Boards are invited to nominate participants from their executive cohort. Those interested in participating should contact their Board Organisational Development lead in the first instance.

Local PTYS programmes are commissioned and co-ordinated in partnership between the Board and the National Leadership Unit. Local programmes have been delivered for corporate management teams and Health and Social Care partnership teams.

What happens when the programme ends?

The outcome from PTYS is the creation of a strengths based personal development plan that supports successful leaders and teams to utilise their strengths and develop complementary competencies to enhance their leadership capability. The development plan is also designed to link directly into existing national performance management arrangements.