



Office of the  
**Nursing & Midwifery**  
Services Director

**National Leadership and Innovation Centre**



# **The Peta Taaffe Clinical Leadership Programme**

## **Nursing and Midwifery**



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***Maximising Your  
Success***

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## Introduction

**The Peta Taaffe Clinical Leadership Programme** has been designed by the National Leadership and Innovation Centre (NLIC), Office of the Nursing and Midwifery Services Director (ONMSD), HSE to provide a leadership development opportunity for nurses and midwives who have responsibility for leading teams across all services.

It is part of a series of three programmes designed to provide a clear leadership development pathway for frontline nurses and midwives;

- *An Introduction to Clinical Leadership* -A one day foundation programme for staff nurses and midwives
- *Empowering Self and Others*- A 2.5 day foundation programme for staff nurses and midwives (a leadership competency based programme)
- *Peta Taaffe Clinical Leadership Programme for Clinical Nurse and Midwife Managers* (& equivalent grades)

## Peta Taaffe

A former president of the Irish Association of Directors of Nursing and Midwifery (IADNAM), Peta Taaffe has been President of the Queen's Institute of District Nursing in Ireland (QIDN) charity since its creation in 2003. As the first Chief Nursing Officer with the Department of Health (1997-2001), arguably the most influential nursing post in the country, she had a transformative influence on the nursing and midwifery professions in Ireland, including the policy decision to introduce degree entry education to nursing and midwifery. In particular, in her role as Director of Nursing in St James' Hospital, she promoted the introduction of the four-year BSc degree for nursing in Trinity, and pioneered the introduction of the first Advanced Nurse Practitioner role in Ireland in the Emergency Department.



This programme in Peta's honour is a strong reflection of the importance of humility, integrity and strong clinical leadership in the delivery of healthcare. Nurses and midwives have a pivotal role in leading teams to ensure that patients and staff can flourish and reach their full potential. They are charged with creating dynamic learning environments where Care, Compassion and Commitment are evident and quality and safety is ensured for all. In line with the HR People Strategy (2015), this Leadership programme for Clinical Nurse and Midwife managers aims to build on the training and experience of frontline team leaders ensuring that we have 'effective leaders at all levels, working collectively towards a common purpose, creating a caring and compassionate culture and inspiring innovation, creativity and excellence throughout the organisation'.

## Programme Overview

This three day Leadership programme will enhance the capacity of nurses and midwives to lead departments and services by developing skills and behaviours to increase their impact in the workplace and on delivering patient care. The facilitators will generate time for reflection on participant's own personal style of leadership, provoke ideas around how to strengthen their leadership skills and explore how they can empower leadership in others.

**This programme is experiential and utilises a range of tools and models. It will provide you with an opportunity to develop your leadership skills.**

## Who is it for?

This programme is specifically designed to meet the leadership development needs of Clinical Nurse Managers 2 and Midwife Managers 2, Clinical Nurse Specialists and Midwife Specialists, Public Health Nurses and equivalent grades.

## The participants will learn

- To strengthen leadership capability
- How personal values influence leadership style
- To explore what is working well, what are the conditions for success and how to develop ideas to amplify this success
- To utilise peer support and shared learning
- Skills for building relationships & enabling critical conversations
- Leading change & embracing flexibility
- How to manage conflict and building resilience
- Methods to improving quality of care

## Programme Structure

The programme is delivered over 3 days. The first 2 days are delivered together and the final half day is delivered after 4 to 6 weeks to provide time for participants to apply their learning to practice by completing a work-based activity.

The Programme is delivered in the main by facilitators from the National Clinical Leadership Centre for Nursing and Midwifery with external facilitators delivering key components of the programme to add value and expertise. All facilitators will have experience of working with or in the Irish Healthcare System.

Participants can either be nominated or can self select for application to attend the programme but sponsorship support from Director of Nursing / Midwifery is essential.

Between Day 2 and Day 3 (6 weeks apart) Participants will partake in a 'shadowing activity' with a line manager such as a Director of Nursing /Midwifery to;

- Observe leadership in action at another level in the organisation
- Gain increased insight to both parties into the role of the different Leaders of an organisation
- Increase their strategic thinking and skills
- Increase understanding and alignment of the goals and objectives of the organisation in which the participant is responsible for leading a team
- Give both leaders (participant and Director) an opportunity to build stronger relationships to improve communication and contribute to their vision for their team(s) and their organisation

On completion of the programme, participants can apply & sustain their learning by;

- Reviewing their leadership competency strengths and areas requiring improvement using the online CLCF resource on HSEland which is designed to fit individual development needs.
- Availing of further training and development opportunities including those provided through the National Clinical Leadership Centre for Nursing and Midwifery
- Seeking ongoing peer support and learning through various professional networks

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