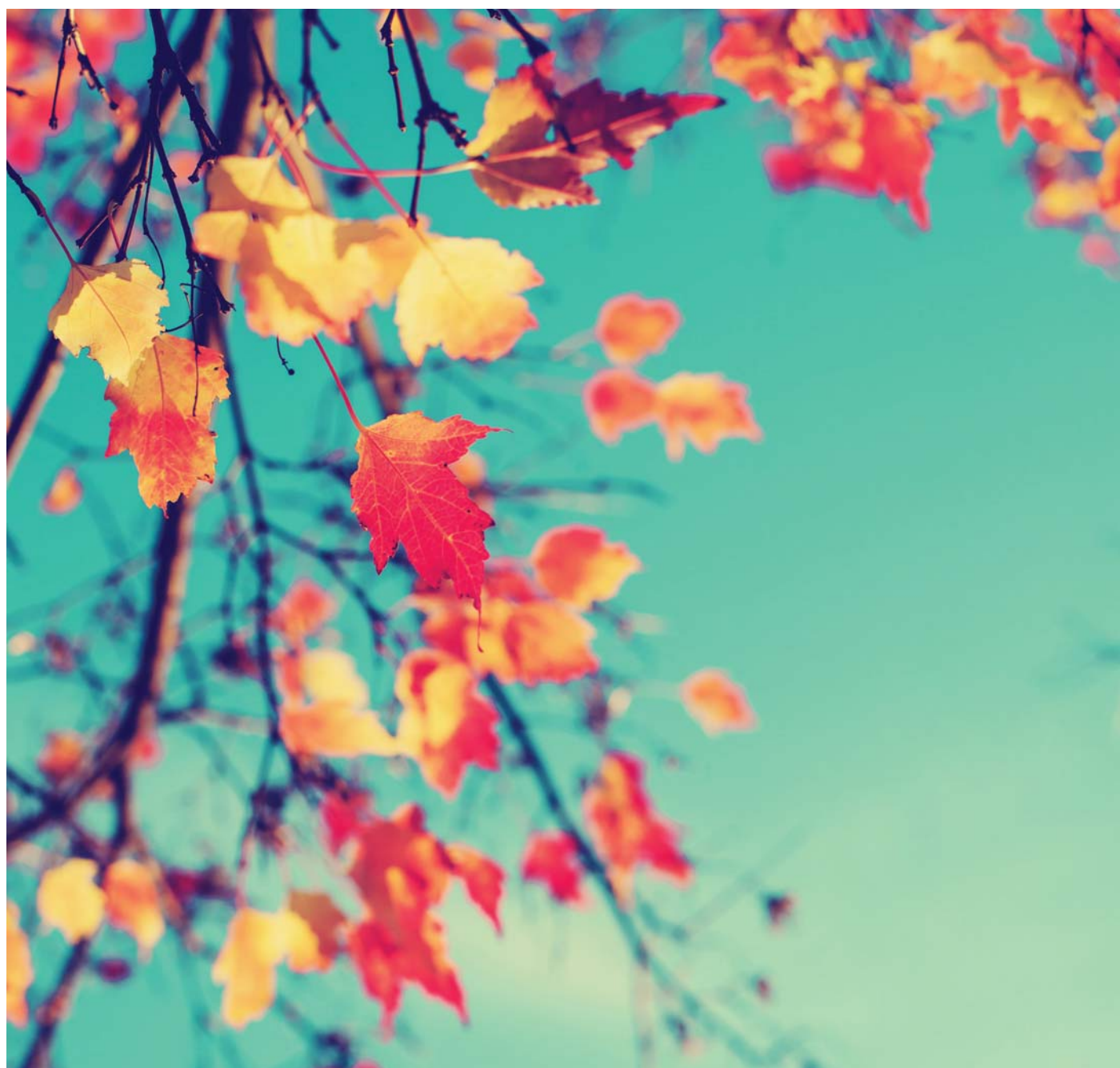


OCTOBER 2015



North West  
Leadership Academy

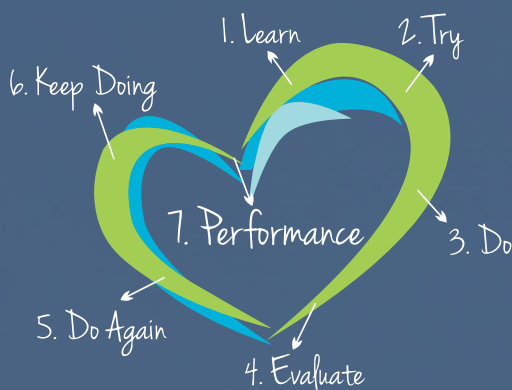
# LEADER



# PERFORM @ YOUR PEAK

THIS IS A PROGRAMME DESIGNED TO ENGAGE, EDUCATE AND MOTIVATE NHS STAFF IN THE TOPIC OF HEALTH, WELLBEING AND PERFORMANCE. THE AIM IS TO CREATE A CULTURE WHERE STAFF CARE FOR THEMSELVES, AS WELL AS THEY CARE FOR THEIR PATIENTS/SERVICE USERS AND THAT PERCEPTION IS SHIFTED FROM BEING INTERESTED IN PERSONAL HEALTH AND WELLBEING TO TAKING OWNERSHIP OF POSITIVE HEALTH BEHAVIOURS.

Following a successful pilot in 2014 by the North West Ambulance Service NHS Trust, the NHS North West Leadership Academy awarded funding for 10 further programmes to be run in 2015. Nine programmes have been completed with the last one due to commence in September.



The programme is a blended approach that consists of assessments, workshops, coaching support tools and evaluation, spread out over a 3 month period. This includes an interactive session exploring the links between health, wellbeing and performance and that encourages people to explore the science behind '7 Pillars of Performance' (see figure opposite). Participants wear a Firstbeat Bodyguard monitor for 72 hours which collects physiological data that is mapped against the wearer's diary to provide a detailed report, looking at how the body is functioning and coping.






An initial assessment of participants was undertaken which discovered high levels of stress; poor sleep quality and low energy levels. The results below demonstrate the high impact of the programme's personal effectiveness in terms of wellbeing and therefore.

“ I THINK ALL THE STAFF SHOULD HAVE THE OPPORTUNITY TO ATTEND. IT MADE ME RE-FOCUS, ENSURING I LOOK AFTER MYSELF ”

“ REALLY GLAD I DIDN'T IGNORE THIS PROGRAMME AS THE WHOLE PROCESS ENABLES YOU TO TAKE STOCK AND ANALYSE THE GOOD AND BAD POINTS BOTH AT WORK AND IN PERSONAL LIFE ”

“ [THE PROGRAMME] HELPED ME UNDERSTAND HOW MY BODY IS REACTING TO STRESS AND HOW I CAN MINIMISE THIS TO BOOST MY PERFORMANCE LEVELS ”

“ THE PROGRAMME WAS EXCELLENT. THE FEEDBACK HAS ENABLED ME TO REFLECT ON MY CURRENT LIFESTYLE AND MADE ME TAKE STOCK ON WHAT'S IMPORTANT ”

	% CHANGE
 <b>PSYCHOLOGY (THE WAY WE THINK)</b>	+11%
 <b>PRODUCTIVITY (THE WAY WE WORK)</b>	+11%
 <b>PHYSIOLOGY (THE WAY WE MOVE AND EAT)</b>	+31%
 <b>RECOVERY (THE WAY WE RECHARGE)</b>	+19%
 <b>OVERALL SCORE</b>	+14%

# I FEEL RESTED AND ENERGETIC



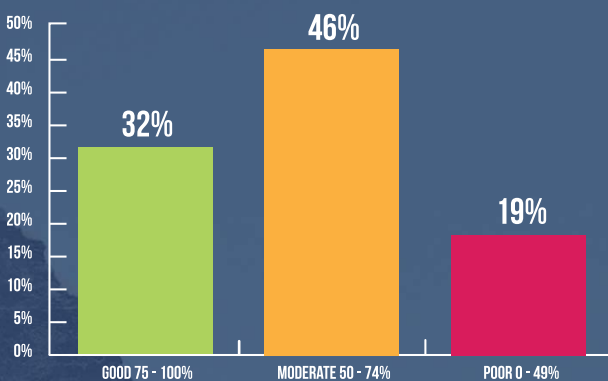
I WOULD RECOMMEND THE COURSE TO OTHERS – IT IS SOMETHING ALL STAFF WOULD BENEFIT FROM ESPECIALLY IN THE PRESENT CLIMATE OF CONSTANT PRESSURES



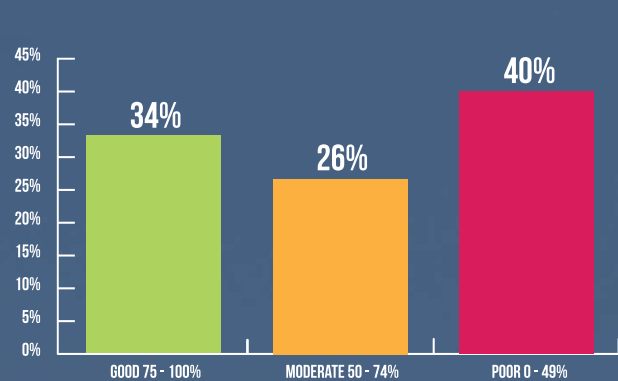
IT WAS GOOD TO STOP AND THINK ABOUT THE ACTIONS YOU TAKE AND HOW THEY IMPACT ON YOUR BODY



## WHAT PEOPLE THINK



## WHAT PEOPLE SHOW PSYSILOGICALLY



**SLEEP IS OUR MOST DELIBERATE COPING STRATEGY. IF THE QUALITY IS POOR, FATIGUE IS LIKELY AND 'STRESS' COMMON. IF WIDESPREAD THEN ORGANISATIONAL RESILIENCE CAN BE CHALLENGED.**

Here is an example of one of the programme's target areas, showing the difference between people's perceptions and their actual physiological responses. Having the means to understand this gap is helping people realise the necessary changes needed to benefit their lifestyles.

Our participants found the objectivity of the monitoring to be very powerful, helping bring about the realisation that small changes can make a big difference. One of these key realisations was around their own quality of sleep and how this can affect both health and resilience.

If your team or organisation would be interested in taking part in any future Perform @ Your Peak sessions please let us know at

[info@nwacademy.nhs.uk](mailto:info@nwacademy.nhs.uk)

# EXECUTIVE TEAM DEVELOPMENT TOOL

We are very happy to announce our Executive Team Development Tool programme is almost complete, with 6 out of the 8 organisations taking part having completed the programme.

The tool has been designed to capture the thoughts, contributions and behaviours of Executive teams across seven dimensions with 'Behaviours and Values' being at the core. This enables Chief Executives and their Directors to review their effectiveness as an Executive Team.

We plan to share the benefits of this programme with you soon and are already excited about the results so far and we hope to offer more member organisations the opportunity to use the tool. If your team or organisation would be interested in taking part in any future Executive Team Development Tool sessions please let us know at [info@nwacademy.nhs.uk](mailto:info@nwacademy.nhs.uk)