Module specification

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Module Code	NHS7C2
Module Title	Compassionate Leadership in Practice
Level	7
Credit value	20
Faculty	FSLS
HECoS Code	100246
Cost Code	GANG

Programmes in which module to be offered

Programme title	Is the module core or option for this programme
MSc Professional Practice in Health	Core (also to be offered as a Stand Alone Module)
PG Cert Compassionate Leadership	Core

Pre-requisites

None

Breakdown of module hours

Learning and teaching hours	21 hrs
Placement tutor support	0 hrs
Supervised learning e.g. practical classes, workshops	0 hrs
Project supervision (level 6 projects and dissertation modules only)	0 hrs
Total active learning and teaching hours	**21 hrs**
Placement / work based learning	0 hrs
Guided independent study	179 hrs
Module duration (total hours)	**200 hrs**

Module aims

One of the core responsibilities of Health Education and Improvement Wales (HEIW) is to deliver, with key partners, a cohesive leadership strategy for health and social care in Wales. Guiding this approach is the Strategy for Health and Care- A Healthier Wales, which outlines an ambition that by 2030 leaders in the health and social care system will display collective and compassionate leadership.

This module aims to introduce students to the behaviours of compassionate, collective, and inclusive leadership practices, through developing a critical understanding of the core concepts, facilitators, barriers and enablers to embedding compassionate leadership within a workplace culture.

Module Learning Outcomes - at the end of this module, students will be able to:

1	Demonstrate a critical understanding of compassionate leadership and how this can develop positive workplace cultures and practices
2	Understand the key policy and legislative drivers behind health and social care leadership principles
3	Critically explore core concepts and frameworks relevant to leading teams and how leaders can ensure equality, embrace diversity, and develop an inclusive and collective team culture
4	Identify practices that will embed the behaviours of compassionate leadership and how they will be sustained to create long term cultural change

Assessment

Indicative Assessment Tasks:
This section outlines the type of assessment task the student will be expected to complete as part of the module. More details will be made available in the relevant academic year module handbook.

Assessment 1 (100%)

Produce a resource to introduce a new member of staff to the culture of compassionate leadership that is core to practice in your area of work, and provide a short rationale for the format used and how it will be utilised. Your work must be referenced throughout (4,000 word equivalent)

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1 - 4	Written Assignment	100

Derogations

Any work submitted which indicates unsafe practice by the student, or which breaches anonymity and/or confidentiality, will result in overall refer/defer of the module. In some circumstances, this

may also result in the employer being informed which may trigger additional disciplinary processes. In addition, all assessments must achieve a mark of over 40% to pass the module.

Learning and Teaching Strategies

This module will be delivered via a 'blended learning' approach. Directed study tasks, which may include activities such as recorded lectures, discussion forums, quizzes, case studies, group tasks, workbooks, key readings , reflective activities or other appropriate learning activity, will be made available on the Virtual Learning Environment on a weekly basis.

Timetabled 'live' seminars/ sessions may be held via an online platform in order to facilitate discussion and debate and support students to progress with their learning. These will be recorded when appropriate and made available on the VLE, encouraging deep learning by enabling content to be revisited and reflected on at a time suitable for the student. The VLE Moodle will host the module content, with links to Health Education and Improvement Wales (HEIW Gwella-Leadership Portal) resources embedded within the sessions.

Indicative Syllabus Outline

- Compassionate Leadership and behaviours
- Compassion in Health and Care and the evidence to support this
- Leadership Principles for Health and Social Care in Wales
- Promoting Equity and Equality, and valuing diversity
- Transforming conflict in to constructive controversy
- Compassionate Leadership for team climates and organizational leadership for inclusion
- The effect of discrimination and inequality on society
- Assessing culture
- Sustaining compassionate leadership

Indicative Bibliography:

Please note the essential reads and other indicative reading are subject to annual review and update.

Essential Reads

Gwella HEIW Leadership Portal for Wales

Other indicative reading

Academi Wales (2018) Sowing Seeds: Trust- The Foundation of Successful Teams

Hopkinson, M. (2014) Compassionate Leadership: How to create and maintain engaged, committed and high-performing teams. London. Piatkus.

West, M.A., Bailey, S., Williams, E. (2020) The courage of compassion: Supporting Nurses and Midwives to Deliver High Quality Care. London. The Kings Fund.

Woods, S.A., West, M.A. (2019) The Psychology of Work and Organisations. 3rd Edition. London. Cengage.

Employability skills – the Glyndŵr Graduate

Each module and programme is designed to cover core Glyndŵr Graduate Attributes with the aim that each Graduate will leave Glyndŵr having achieved key employability skills as part of their study. The following attributes will be covered within this module either through the content or as part of the assessment. The programme is designed to cover all attributes and each module may cover different areas.

Core Attributes
Engaged
Enterprising
Creative
Ethical

Key Attitudes
Commitment
Curiosity
Resilience
Confidence
Adaptability

Practical Skillsets
Digital Fluency
Organisation
Leadership and Team working
Critical Thinking
Emotional Intelligence
Communication