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# Leadership Issues in Primary Care and Beyond

## INTRODUCTION

This module has been commissioned by the RCGP to help Primary Care to play a more effective part in the healthcare system of the future. The module will also be useful for other members of the primary care team, such as practice managers and nurses. Communication and facilitation skills, and handling team conflict, are not included in this module. There will be future PBSGL modules which cover these issues.

This module cannot make you a good leader, but it can point you in the right direction. It will get you thinking about the kind of leadership you and your colleagues provide. It contains links to various tools which enable you to assess your personality traits and leadership qualities. To get the most out of the module you will need to take time to use these, prior to the PBSGL meeting, and reflect on the information you gain.

Most practice teams expect GPs to be leaders but often their skills in this area are lacking and this is most noticeable when teams are dysfunctional. Also, other professionals in the team may have more highly developed leadership skills that are not being utilised.

The aims of the module include:

- to help you think about leadership in your team and how it can help you deal with challenges both in your practice, and when working with other professionals
- to provide information on models/theories of leadership, the qualities which can make someone a 'good' leader, possible pitfalls and the consequences of bad leadership
- to help you to become aware of your personal leadership styles and behaviours, how these affect other team members and how they influence the values and culture of the team to provide some information about how to manage change in practice and "take people with you"