

Companion role in Leadership development

Q1- How was your journey of Clinical leadership program?

Thanks Mo, I am able to say that the **blurred image** has been replaced by a **sharp picture**. I can **correlate effective workplace** culture as a consequence of the **transformational leadership** and its effects on other interacting work based cultures. I think there was an important **role of faculty** who arranged the workshops and created an **interactive action learning** environment, however I will emphasise that having a **critical companion** during this journey was also very helpful.

Q2- Mansoor, you mentioned about companion, can you explain little bit further about this?

A companion in **the leadership context** is defined as a person who **facilitates** the clinical lead to **unravel their practice** and helps to **create knowledge** with **conceptual connections** and apply this in to their **work based practices** in order to have a **more effective culture**.

This relationship offers **robust analysis** of **cause and effect of actions** and **knowledge gained** through this is **reproducible** and **applicable** to daily practice.

Q3- How was your first interaction with the companion?

Once I choose the companion we arranged a meeting. After introductions we set up rules and boundaries of our interaction.

The principles we adhered to throughout the program were:

1. **Trust**
2. **Confidentiality**
3. **High Challenge and high support**
4. **Creation of safe environment**
5. **Mutual Respect**

I can confirm that over the one-year period this **working partnership** strengthened with **professional respect** and **willingness to engage**.

Q4- Can you give us an example how companion facilitated the learning?

I have many examples but I would like to mention at least two depending upon time. One of the doctor who was on call mentioned his inexperience in performing an operation, I could **understand his fears** and how **important was this issue** for the doctor. I was able to help him to learn the procedure and be competent during his placement. At the end of his placement he came to me and **asked me to be his referee** for the future posts. Discussing this with my companion we were able to correlate this with concept of **human flourishing and growth** and its importance in effective organisational cultures.

I am clinical lead for National Emergency Laparotomy audit at QEQM since the start of project in 2014. I discussed my role and practices with the companion in a **high challenge and high support model**. This helped me to understand my **own values and beliefs**. I was able to see how the **shared vision for the outcomes evolved**. I was able to reflect upon practices which we claimed to be and how we were in reality performed. This encouraged me to **challenge** these practices. The **concerns and issues** of **system users** and how to address them by **engagement and collaboration**. This reflection and **understanding of conceptual work** is helping me now in my work as Nutrition lead. I am applying this knowledge which I **learned through my own practice** in improving the service and outcomes in a person centred approach.

Q5- How do you find time with your clinical commitments?

I think that without support from the organisation the activity which span over one year with one-day workshop every month is not possible. I feel that credit goes to organisation for unconditional support and giving priority to this leadership development activity for clinical leads.

Q6- Would you recommend this to your colleagues?

I will strongly recommend that this program should continue as this will increase the pool of effective transformational leaders in the organisation and this will reflect with a promising organisational culture. I will also like to mention that a good companion also plays a vital role in leadership development by underpinning the knowledge gained through workshops.

Thank you Mansoor, for sharing this aspect of Clinical Leadership program with us.