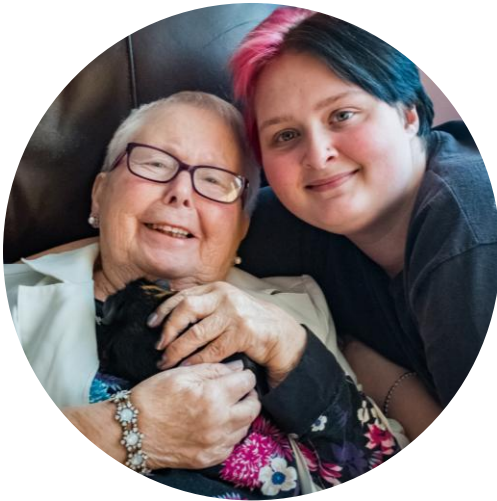


“Your future as care leader”

The value of an experienced manager

Tom Owen, Director- My Home Life (England)



My home life.
England

My Home Life England



Our Mission

To improve quality-of-life for people wherever they are supported, by empowering confident care leaders and creating sustainable care systems. We do this through high-quality professional development, research, and community engagement.



Our Vision

Empowering care leaders.
Improving care experiences.
Creating sustainable care systems.

- ✓ Established 18 years ago – Based at City St George's
- ✓ Strong research into practice model
- ✓ A UK pioneer for care home leadership development
- ✓ The UK's largest culture change in care movement
- ✓ The UK's largest programme of research identifying what matters to older people in residential care
- ✓ Delivered the largest intergenerational programme connecting care homes to schools
- ✓ A UK pioneer on facilitating stronger interprofessional collaboration between care leaders, the wider system and the wider community.



Aims of the presentation

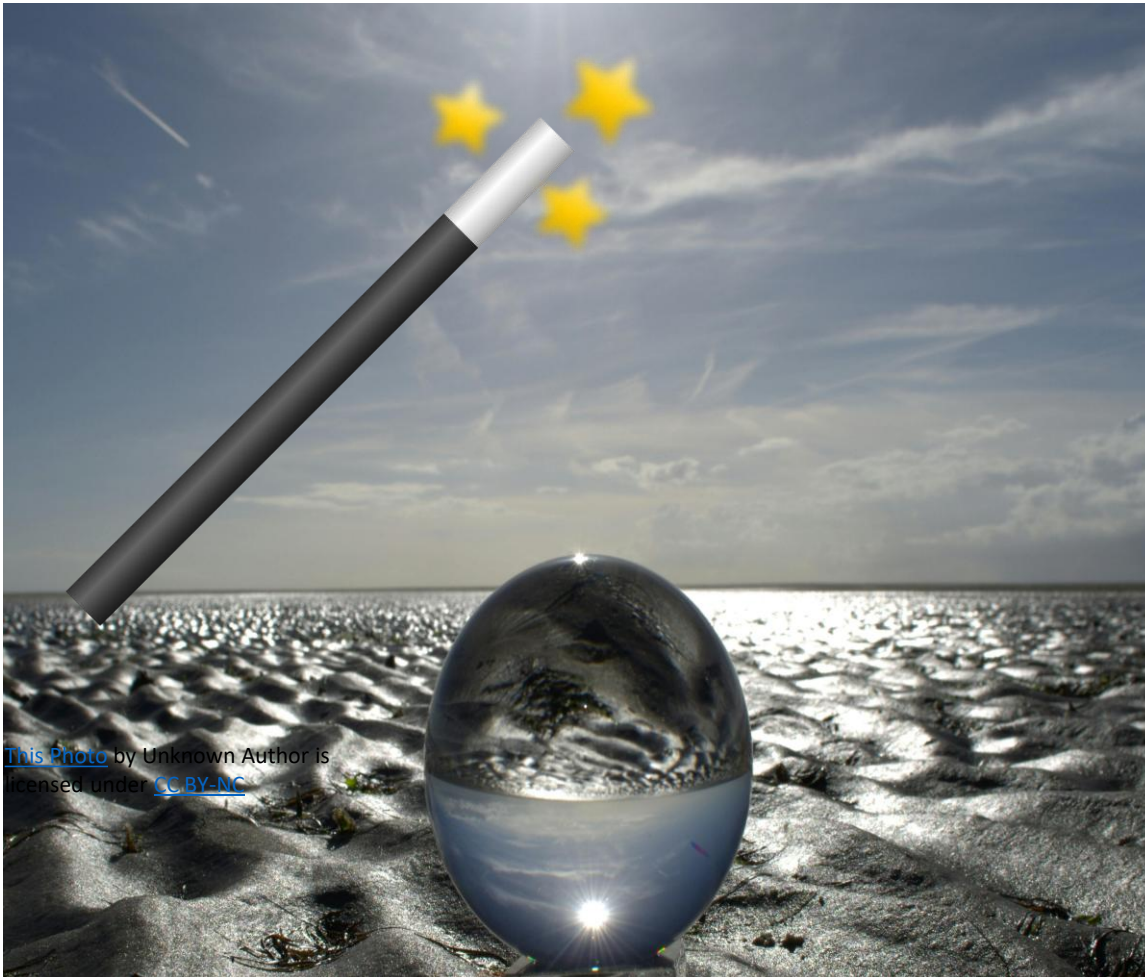
- Reflection time: What has led us here and what might be next?
- How do we actually get there?



How have you
developed or changed
over the past few years
both professionally and
personally?

Where are you now?

Just suppose you had a magic wand and a crystal ball!



What could life look like for you in 2-3 years time?

What might you....

- ...'let go' of?
- ... do more of?

What might a role look like?

What keeps you in your current role?

Manager, Leader, Guide, Auditor, Listener, Decision maker, Analyst, Doctor, Nurse, Carer, Senior Carer, Medication Dispenser, Plumber, Interior designer, Administrator, Disciplinarian, Teacher, Coach, Mentor, Property Manager, Assessor, Banker, Advocate, Innovator, Project Leader, Marketing Manager, Personal Shopper, Career Advisor, Referee, Adjudicator, Commiserate, Comic, Quality assurer, Agony Aunt, Problem Solver, Hug Dispenser, Entertainment Provider, Entertainer, Facilitator, Bridge builders, Publicist, Fairy Godmother, Policeman, Team Builder, Co-ordinator, Bell ringer, Doorman, Gate keeper, Investigator, Diviner, Story teller, Mediator, first aider, tea & coffee maker,

Cleaner, Handyman, Cook/chef, Physical & Emotional supporter, Negotiator, Technician, Electrician, Receptionist, Telephone Attender, Creative Director, Activities facilitator, Singer, Dancer, Litter picker, Key holder, Car Park Manager, Traffic controller, Security officer, Diplomat, Kitchen Assistant, Student, Learner, Trainer, Pharmacist, Guardian Angel- Finder of lost things, Magician with magic touch, Hoarder, Being a family, Fireman, Lift Operator & Engineer, Gardener, Laundry man, Friend, Protector, Porter, bereavement councillor, priest/ preacher/ IT Man/ Computer wizard, Actor/ taxi driver/ waiter/ hospitality manager / Advisor/ undertaker

Covid 19 effect- Infection control lead, cleaning lead, LFD & PCR tester, swabber, uploader, data processor, communicator, good and bad news giver, reassurance giver, visit organiser, central booking agent and many more

What keeps you in your current role?



Letting Go and moving forward

1) 'letting Go'

- = Potential loss/ increased fear of things going wrong
- = Accepting others will do things their own way (maybe not as well as you)
- = creating space to actually think strategically about the future for yourself

2) An exit strategy

- Book business meetings with yourself / Executive coaching or mentoring
- Move processes/policies into one easy-to-hand-over system.
- Creating space to mentor individuals –specific activities
- Slowly reducing hours
- Developing other interests
- Visualise your final day, final minutes, saying goodbye

3) Developing confidence, connections and opportunities



Building our Confidence, Connections & Opportunities



Bonds: Links to people based on a sense of common identity (“people like us”) – such as family, close friends and people who share our culture, race, gender, sexuality, professional identity among others.

Bonds boost psychological capital, itself a leadership fuel, the social capital it yields is essential, but homogenous, samey



Bridges: Links that stretch beyond a shared sense of identity, for example to distant friends, colleagues and associates in other networks. People often dissimilar to us, expose us to alternative ways of thinking and behaving and a variety of other resources, opportunities, access - providing new social capital.

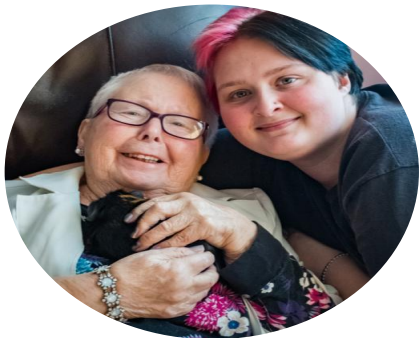


Linkages: Links to people or groups further ‘up the social ladder’.

What the world needs now....?

Registered managers who are

- ✓ role models for others in the care sector
- ✓ valued contributors at ICS and national level
- ✓ Champions within their local communities
- ✓ Recognised as experts in delivering highly complex care
- ✓ Members of a new professional body for care leaders?



my home life.
England



Brief reflection time



Quick pitch

Get in touch if you want to discuss:

- Executive coaching for care leaders
- Advanced leadership for established managers

Or

- Development opportunities for team leaders/ senior carers

Or

- To keep connecting with ideas emerging from My Home Life

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