

## How to use this resource

This resource is designed for leaders and managers to use with groups of workers to discuss what 'everyday leadership' is, why leadership skills in frontline workers are so important and how they can improve these skills. We'd recommend that each film and topic are covered in separate sessions, for example in team meetings for groups or during 1-1 supervisions with individual workers. Each activity is expected to take around 15 minutes.

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#### Before:

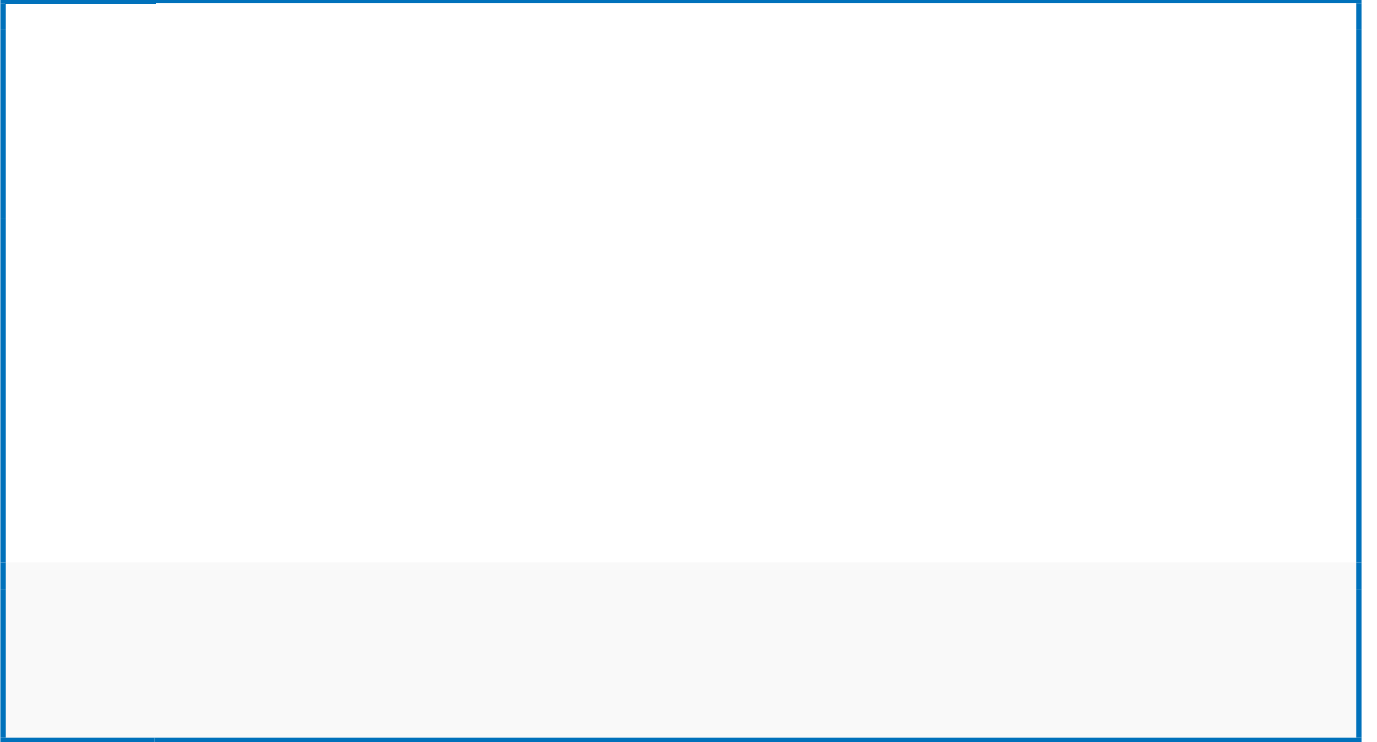
- ✓ Familiarise yourself with the films and associated questions.
- ✓ Plan some uninterrupted time with your team or individual workers.
- ✓ Make sure you have a quiet, comfortable room with access to a TV screen large enough for everyone to see and hear the films.

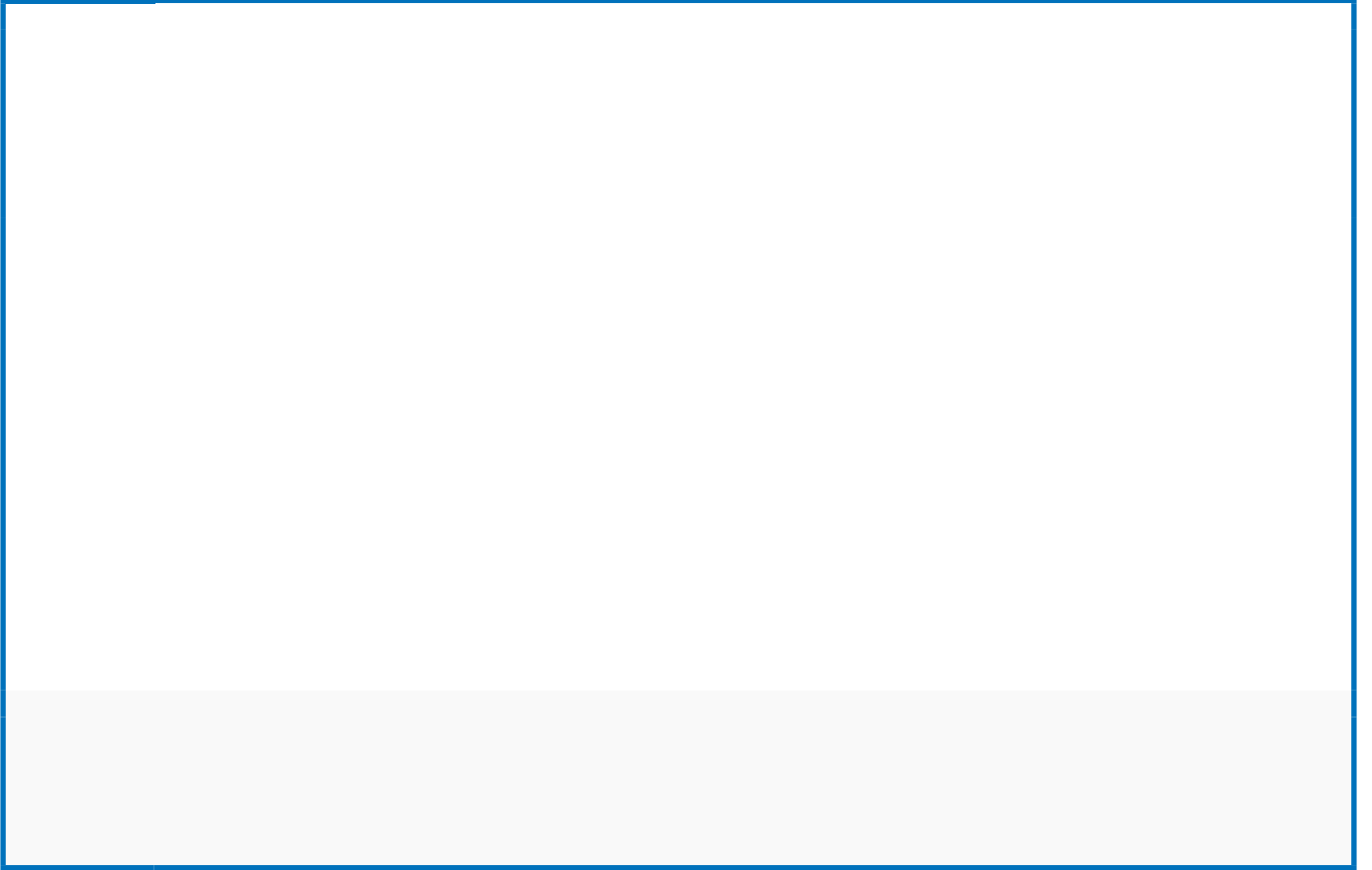
#### During:

- ✓ Read the introduction to the activity out loud.
- ✓ Show the relevant film.
- ✓ Ask the follow-up questions, one at a time, allowing a few minutes for to discuss each question.
- ✓ If there are other key points the individual/group take from the films and want to discuss, allow them some time for this.
- ✓ Capture key points, ideas and actions you are going to commit to.
- ✓ Remind attendees that no question is silly, they may feel nervous about saying or asking the wrong thing.

#### After:

- ✓ Ask for feedback on the session so you can find out what impact it has had and how you could improve it next time.
- Ensure that you keep a record of the activity for the continuing professional development (CPD).



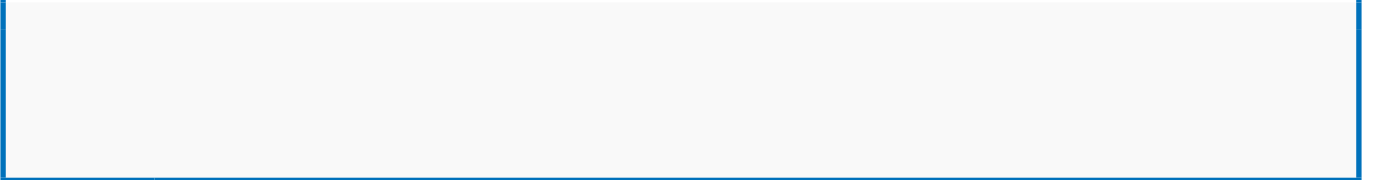




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If you come across bad or poor practice, how would you handle this?

Do you feel comfortable in making suggestions for improvements?

How confident are you at recognising and challenging discrimination?

m : The questions are there to help facilitate, not restrict, discussions. They don't have to be strictly adhered to.





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What situations might colleagues need support during?

How do you support your colleagues?

Who do you go to for guidance or support?

How do you create and maintain relationships with others?

Is there something that we could do as a team to improve the way we work together?

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