

# Allied Health Professional (AHP) Leadership Focussed Practice Based Learning (PBL)- The PEBbLE Project- embedding pre registrant leadership practice

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## Introduction

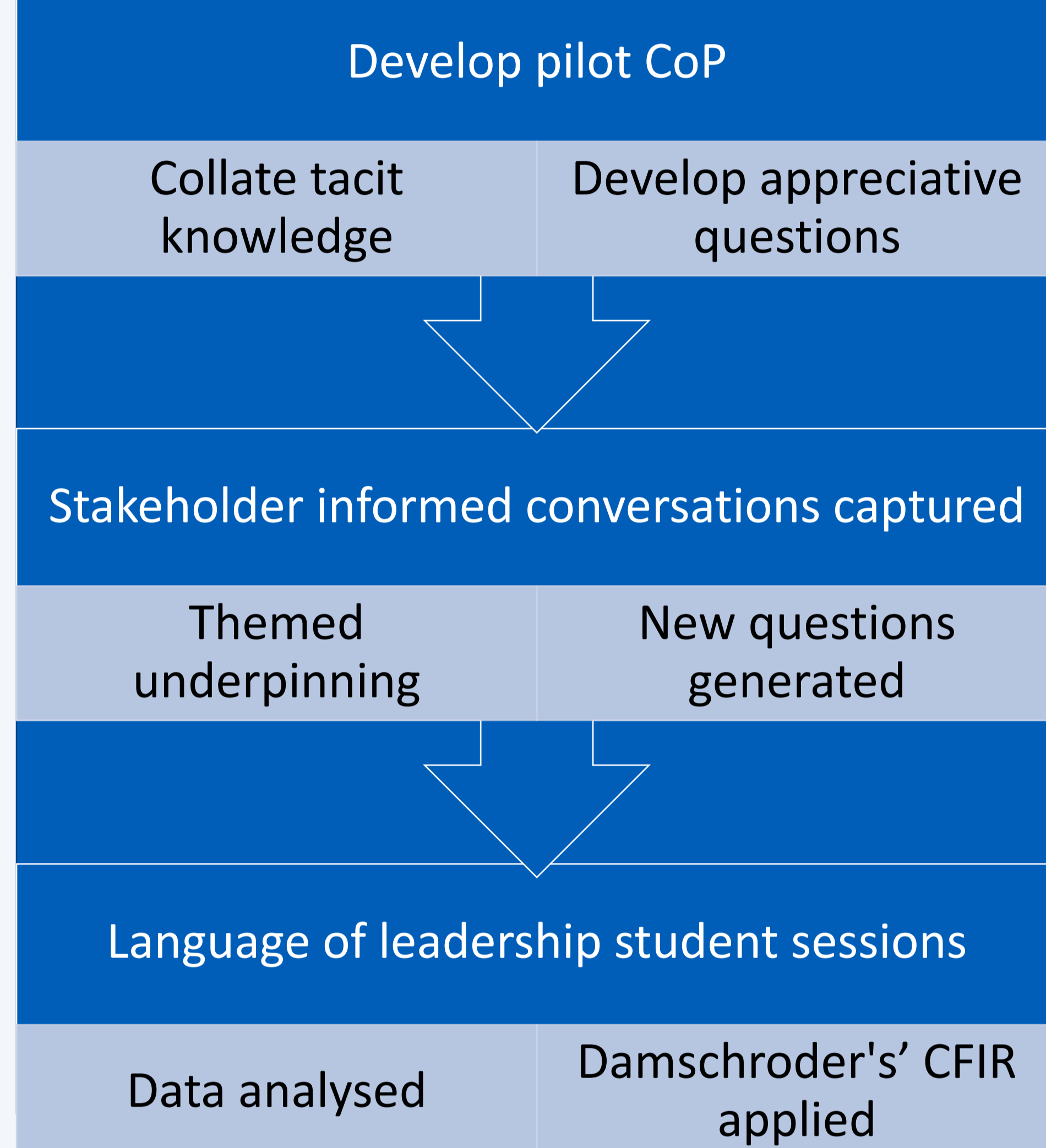
### Background

AHPs are the third largest workforce in health and care and work across all sectors. Leadership is everybody's business. A pathway and platform for AHP leadership development is integral to influence a broadening of AHP career pathways, developing a portfolio of skills and establish the voice and agency of AHP's in a traditionally hierarchical medical and nurse led workplaces. Ultimately developing early leadership competence benefits patient safety and potentially protects retention of the workforce through building confident, diverse lifelong leadership capabilities. Additional models of practice placement experiences are required for students to be prepared for entering and thriving in professional roles in ever-challenging emergent systems.

### Aim

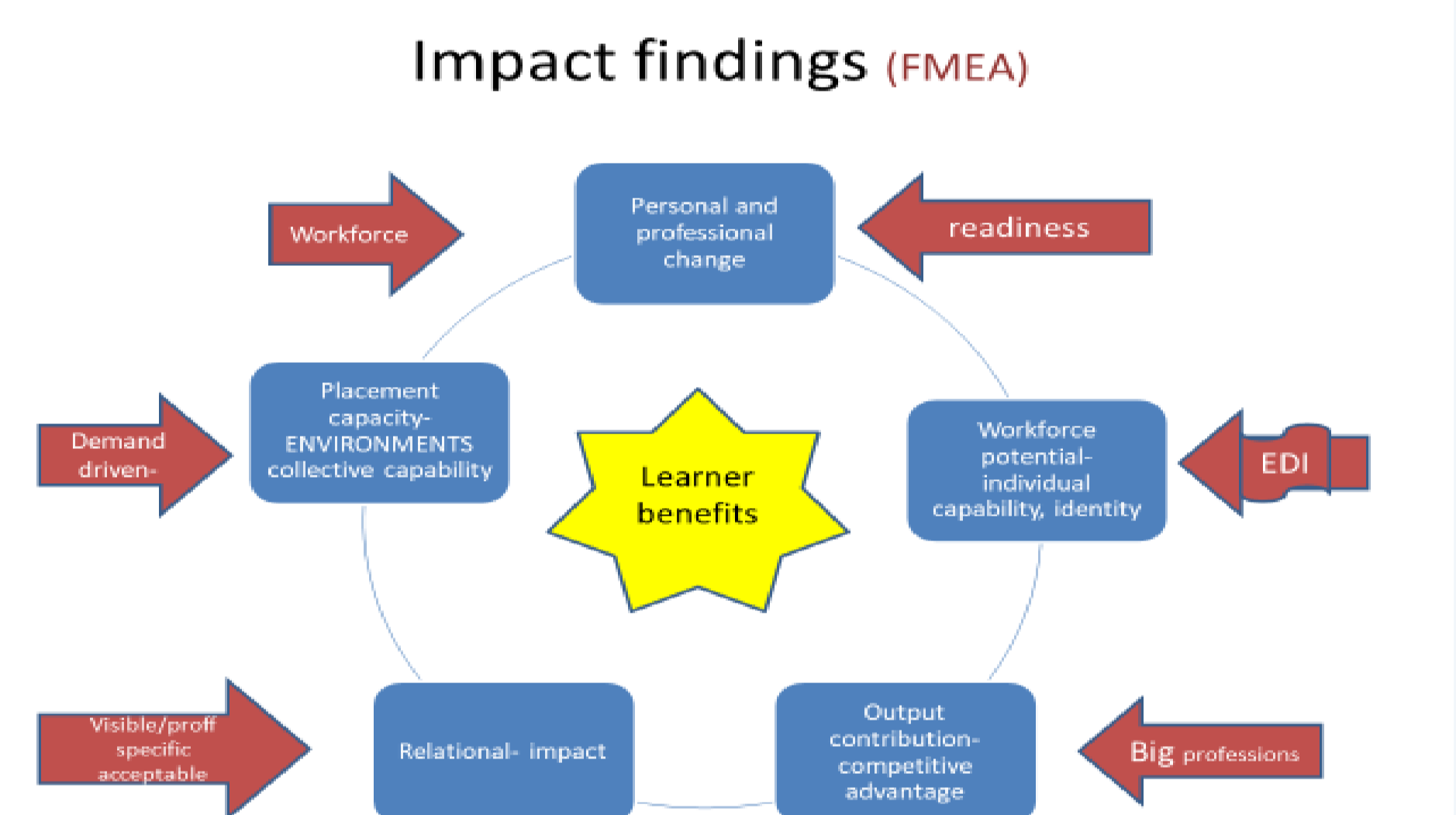
A discovery piece to underpin, outline and implement AHP strategy embedding leadership into PBL. The project highlights the benefits and needs within a cultural shift in traditional practice.

## Methodology



## Themed benefits

- leadership insight and identity of self as leader (capabilities)
- Transferable knowledge application (talent development)
- Confidence (power, voice and agency)



## Implementation

The PEBbLE report outlines the areas for implementation strategy required.

- We must consistently label placements as practice based and normalise/**integrate** non traditional 'innovative' PBL
- We must **label** the pillars of practice, including defining leadership (separate from management) if we are to embed it as professional development.
- Leadership should be a thread woven into curriculum design, with clear focus on responsibilities for **identifying it** for everyone (EDB), embedding competency development through knowledge(theory), practice(placement) and developing self awareness(professional skills)

### Simple Rules

What is possible?	What is valuable?
<ul style="list-style-type: none"> <li>• Everyone can lead</li> <li>• Reduce uncertainty, hierarchy and worries</li> <li>• Align Learning outcomes</li> </ul>	<ul style="list-style-type: none"> <li>• Label leadership for all, use a developmental approach</li> <li>• Co- produce placements, ensure/ integrate 'peer learning'</li> <li>• Listen, adapt, reflect, coach</li> </ul>

## Conclusion

The implementation strategy outlines the underpinning principles to maximising the benefits to leadership placement experience. It demonstrates multiple models of PBL work to benefit the learner, working environment, wider workplace setting, patient and services. That not one size fits all, and that differentiated learning is required to maximise, normalise and embed the professional identity and acceptance of the language of leadership as part of everyone's professional development. Leadership focus ultimately increased confidence of educators in non traditional and non patient facing settings as well as developing learner confidence and agency.

## Where to go..#ELAN

[Early Leadership AHP Network Tools and Resources #ELAN - Working across Wessex \(hee.nhs.uk\)](#)

[early AHP leadership community of practice conversation space - Early career Leadership AHP Network \(ELAN\) - FutureNHS Collaboration Platform](#)

[Catalogue \(learninghub.nhs.uk\)](#)

[NHS HEE SE - Community Practice v4.mp4 \(dropbox.com\)](#)

[Guide to Practice Based Learning \(PBL\) for Allied Health Professional \(AHP\) Students in Leadership \(hee.nhs.uk\)](#)

### Report

**The Embedding of Allied Health Profession Leadership Practice Based Education -The PEBbLE Project Summary Report, April 2022**

There is an absence of any published definition. For the purpose of this report, taking anecdotal evidence from the project, "leadership placements" will be defined as:

**A practice-based learning experience that has a focus on leadership; of any length of time, in any healthcare learning environment, for any pre-registrant AHP, that offers an opportunity for students to develop their own leadership capabilities.**