Leading innovation and improvement

93 SKILLS FOR COLLABORATIVE CHANGE
Anindita Ghosh, The Health Foundation
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The Q community (delivered by the Health Foundation) and Nesta have worked in partnership to develop a tool that sets out the skills and attitudes needed for collaborative and creative problem solving.

The Skills map is a reflection tool that supports teams to better understand and explore the blend of skills required for collaborative working. It is focused on how teams can work together, is informed by evidence, and supports practical application. It includes activities for how teams can better understand their strengths as well as identify where the potential gaps might be.

Developing effective leaders

94 CAN A MAGAZINE MENTOR? HOW A STUDENT-LED PUBLICATION IS SHAPING PROSPECTIVE & CURRENT MEDICAL, VETERINARY AND DENTAL STUDENT LEADERS
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Mentor magazine is a quarterly journal which contains wider reading to inspire aspiring healthcare students and provides opportunities for omni-directional mentorship. The magazine is a multidisciplinary project, as reflected in its leadership team consisting of medical, veterinary and dental students. Taking a One Health approach has resulted in a publication which demonstrates collaborative working and the transferable nature of healthcare skills to future leaders. Mentoring prospective healthcare students in writing an article develops the ability to act on feedback and respond appropriately to constructive criticism. Opportunities to publish outside of the school curriculum encourage students to seek challenges consistent with a growth mindset.

A survey was created to map skills learned to the Medical Leadership Competency Framework’s areas for leadership and management development, to ensure that processes were shaping future healthcare leaders. Initial data is overwhelmingly positive: 77% of contributors would recommend writing for the magazine. Students feel they learned how to use feedback to develop their skills (69%), learned how to critically appraise scientific literature (58%) and learned about the process of mentoring (58%). Open-text feedback shows that contributors enjoy the process: ‘it’s satisfying and rewarding’; ‘it is an amazing experience in which you...develop essential skills’. This project has shown that the skills of healthcare leadership can be developed at the earliest career stages. To meet growing demand, the publication portfolio of Mentor was remodelled to contain content written by undergraduate students and qualified healthcare professionals. Once the new portfolio has been launched, a follow-up survey will be sent.