



Leading the Way

The Big Conversation Feedback Priority 1 - How We Lead

The Nursing and Midwifery strategy for NHSGGC launched in May 2025. In September and October 2025, your local champions and teams held Big Conversations about Priority 1 - How We Lead. This poster lays out the top 3 themes that you told us matter to you from each question and includes some of your quotes from the data received.



Q1. What does good leadership look like to you?

Your top 3 themes were -

- Compassion and Support
- Visibility and Approachability
- Role Modelling and Integrity

For me it is about being adaptable and collaborative. Being able to see the bigger picture and mentor/role modelling. It's about listening and being available, non-judgemental

Lead and let others follow, do not discriminate, always give feedback

Inspiring individuals with clear vision, empowering others being visible, approachable and adaptable

Visible compassionate leaders, who take the time to listen, offer opportunities and support to colleagues to learn and develop. Open, transparent and supportive culture

I'd really value structured support and guidance from senior staff. Having a mentor or preceptor who actively checks in, gives constructive feedback and involves me in clinical decision-making

Development should be seen as part of the role, not something I have to fight for

I'd like opportunities to observe leadership in other environments linking with other inspirational leaders to develop/improve own skills

Q2. What support or development opportunities would help you feel more confident in a leadership role?

Your top 3 themes were -

- Learning, Training and Development
- Support, Feedback and Supervision
- Mentorship, Shadowing and Coaching

Q3. What are you and / or your team's priorities for the next year in relation to leadership?

Your top 3 themes were -

- Supportive Culture and Collaboration
- Staff Development and Succession
- Communication, Clarity and Direction

Continue to build a strong and supportive working environment for staff. Work collaboratively and communicate effectively to provide excellent patient care and drive professional development