

Peer discussion form – management and leadership

1. Please give the name, contact details and the role of your peer on this occasion*:

Name	XXXXX
Role	XXXXX
Organisation	XXXXX
Telephone	XXXXX
Email	XXXXX

*If you took part in a group peer discussion, please only provide details for one person from the group.

2. Describe how this peer discussion changed your practice for the benefit of the people using your services.

I chose my peer because she specializes in leadership skills and team management. My objective was to develop my leadership skills in order to ensure that I manage my staff of more effectively. I wanted to support their motivation and initiative to deliver efficiently to our service users. My peer discussion helped me to understand my leadership style and to learn about the ways I could flex my style to reach out to each of my staff members in an adapted manner. I learnt about developing an authentic but flexible leadership style. It was helpful to have the opportunity to discuss specific cases and develop leadership strategies to motivate some of the more challenging members of the team. -

As a result of these discussions I feel more aware and more informed on team management, motivating and leading. My team has told me that they find me more accessible than I had been in the past. There seems to be a boost in morale and greater dialogue between my staff and myself. I have found it easier to discuss challenging matters regarding performance and thereby I believe improve the quality of service to our end users.

There is a description of why you chose your peer(s)

There is a description how the process of peer discussion has benefited your practice

There is a description how the process of peer discussion has benefited the people using your services, illustrated with an example