



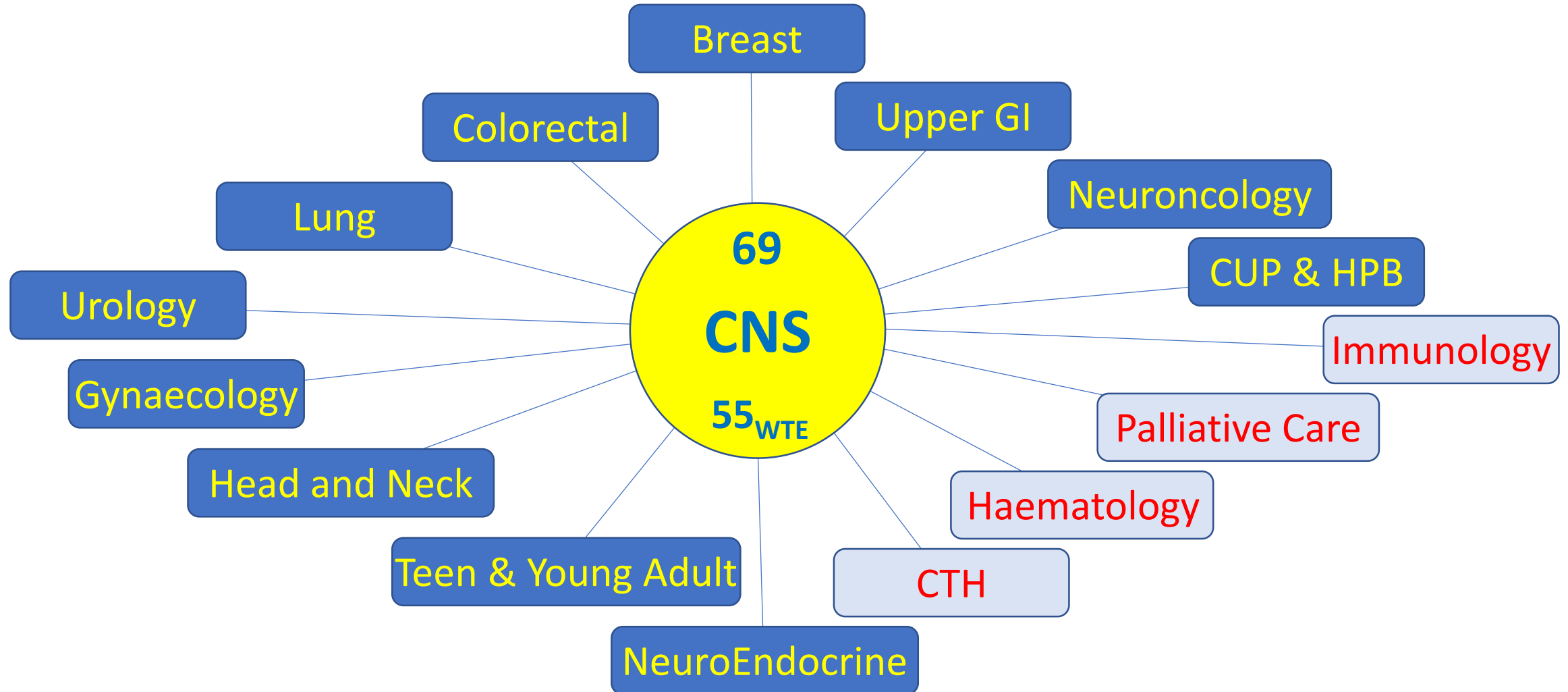
# Embedding Compassionate Leadership within the Oncology Clinical Nurse Specialist workforce

**Emma Childs**

**Interim Nurse Consultant, Oncology Services, WGH**



# Edinburgh Cancer Centre Tumour Groups





# NHS Lothian Nursing and Midwifery Strategic Plan - Aims and Ambitions

Reinvigorate  
our workforce

People feel  
valued respected  
and supported





# Framework for Compassionate Leadership



Attending- Be present with and focussing on others, listening with fascination

Understanding- Taking time to properly explore and understand the situations that people are struggling with

Empathising- Mirroring and feeling colleagues joy, frustrations and distress

Helping- Taking thoughtful and intelligent action to support individuals and teams. Removing obstacles and providing resource

(Atkins and Parker, 2012)

# Interventions

1:1s

PDPs

Development  
of CNS Buddy  
Up

Development of  
Clinical Supervision

Educational  
development  
sessions

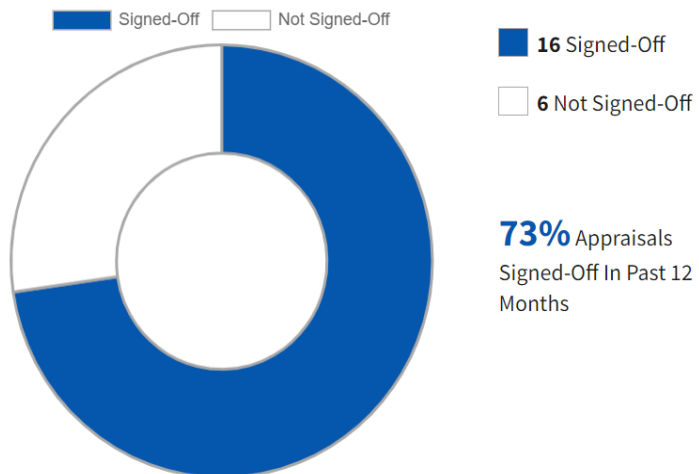
CNS Away Day

Recruitment  
of 5 New  
Team Leads

Team Breakfasts  
Meetings

Development of  
Clinical Advisor post

Appraisals In the Past 12 Months





# Interventions Evidence







# TURAS 360 leadership capabilities

Emma is very 'visible' as a manager

Emma is very interested in her workforce's needs

Emma often puts others needs before her own although she does look after her physical and emotional wellbeing exceptionally well

Emma continues to navigate complex challenges esp around advanced practice recruitment and safe staffing

When having a difficult situation at work, I feel very supported by Emma

Emma encourages her workforce to build on their strengths and expertise

the CNS team are benefitting from regular direct meetings with team leads so she can provide support and share wider issues.

Emma has excellent leadership skills and develops team through respectful conversations and understanding

I think being a nurse Emma's nature is to nurture others

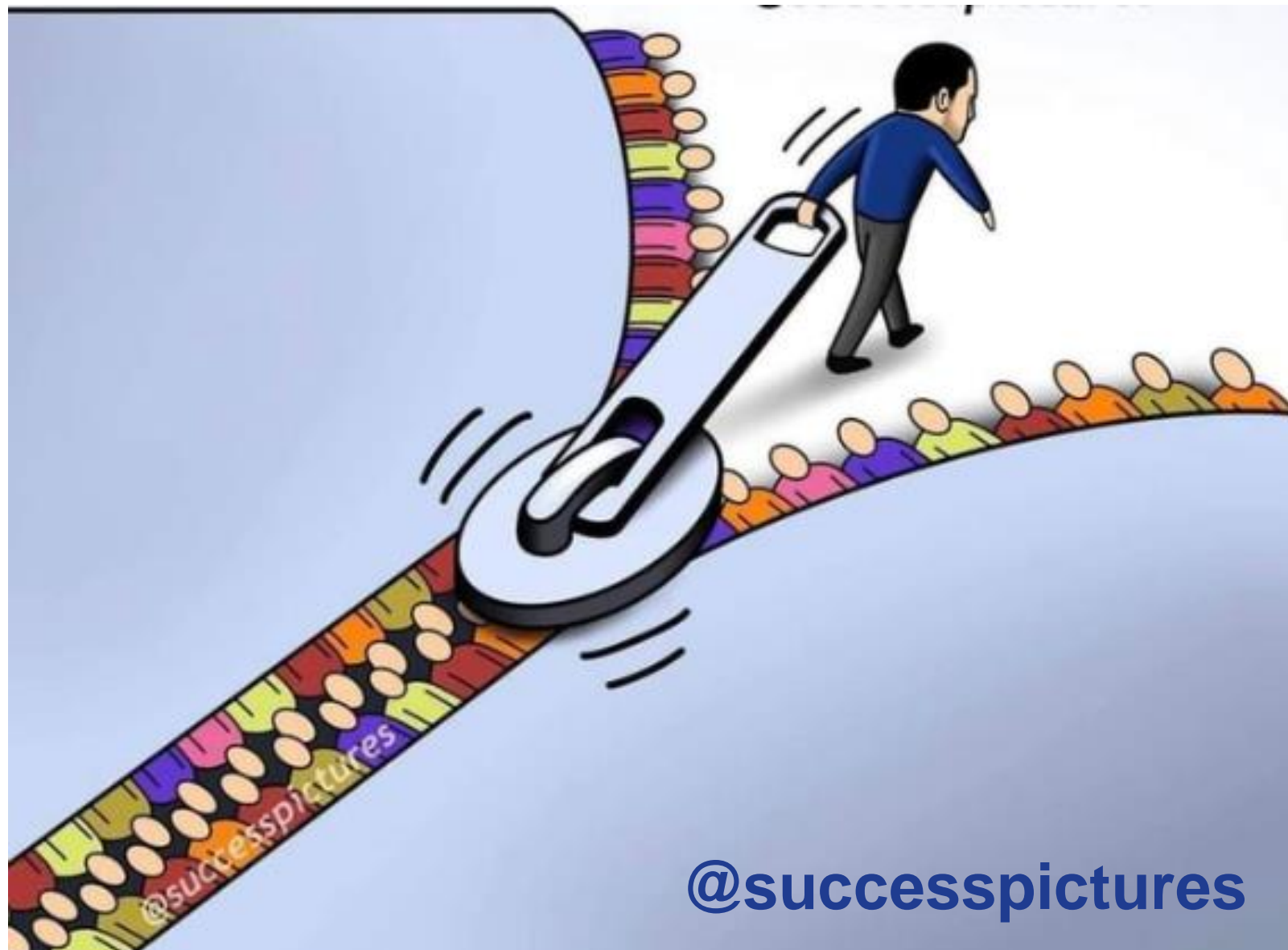
# **Impact and future developments**

- **A strong sense of belonging and working in collaboration with each other**
- **Wider workforce challenges shared within the group**
- **Problem solving together**
- **Cross covering tumour groups to help manage absence**
- **Evaluation of the Clinical Advisor post**
- **Increasing the profile of the Oncology CNS across NHS Lothian**



**A true leader  
doesn't create  
separation.**

**A true leader  
brings people  
together.**



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