



EVOLVING

PSYCHOLOGICALLY RESPONSIVE LEADERSHIP

Psychologically-Informed Support and Development for Leaders & Teams

We draw upon psychological research and theory to support and develop leadership, enhance psychological thinking, facilitate positive relationships and support organisational change, with the aim of creating healthy, resilient and purposeful teams and systems.

What we offer:

We provide support and guidance for managers and organisations, drawing on psychological theory, research and practice to help individuals and teams to:

Develop team strategy

Embed Psychologically Responsive Frameworks for practice

Identify strengths, resources & development points for individuals, teams & systems

Address challenges, 'stuckness' & unhealthy dynamics

Build team resilience & leadership skills

Develop & embed vision & values

Enhance skills & tools for team development

Encourage Team Development through Team Away Days

Our approach:

Supervision, Mentoring, and Leadership Coaching:

We provide supervision, mentoring and leadership coaching for individuals or small groups who wish to reflect upon their leadership role and development.

Personality/Team Profiling:

We are accredited Spotlight® facilitators. Drawing upon the science of psychology, 'Spotlight' is a simple, yet powerful profiling tool designed with performance in mind, that can aid understanding, identify strengths and encourage development. Spotlight personality profiling sessions can be undertaken as part of individual leadership coaching, or can be used across teams to enhance team awareness and understanding. Our bespoke Team Spotlight offer can include; profiles for each member, individual brief coaching, team development days and a Spotlight team 'mapping' and resources.

Psychologically Responsive Organisation (PRO) Audit:

Drawing on psychological research, theory and practice, we have developed the PRO-Audit to enable organisations to identify areas of strength and development with the aim of enhancing their psychological responsiveness. The process involves liaison and information gathering with Managers, Staff, Partner organisations & Clients to enable assessment and analysis of:

- ✓ The organisational strategy to enhance Psychological Responsiveness
- ✓ Areas of successful implementation and areas for development
- ✓ The integration of wellbeing/therapeutic frameworks in promoting psychologically responsive services

The PRO-Audit produces an individualised assessment report with analysis of the information provided and recommendations for future development.

Training for Senior Leadership & Executive Teams:

We provide bespoke training, specific to the needs of your organisation.

Examples include:

- ✓ Developing Psychologically Responsive teams/organisations
- ✓ Psychologically Responsive Leadership
- ✓ Impact of stress, pressure and trauma
- ✓ Mental health and wellbeing resilience
- ✓ Resources and proactive strategic planning
- ✓ Positive relational dynamics and communication

EVOLVING Psychologically Responsive Leadership Course.

We provide an in-person 8-day Leadership training course for managers or aspiring managers based on our EVOLVING Psychologically Responsive Leadership framework. (Please get in touch for more detailed information).



Who are we?

Changing Minds Child and Family Services (CMCAFS) have provided specialist psychological consultation and training for many years with organisations including Local Authorities, the NHS, charities, youth justice, education and the legal system. Our Leadership and Team development services have evolved from this work, specialising in working with leaders, teams and organisations across Health, Social Care, Criminal Justice & Education sectors.



Dr Gill I'Anson - Consultant Clinical Psychologist (Lead for Psychologically Responsive Leadership at CMCAFS).

Gill qualified in 2001 and worked within CAMHS services and took the lead for Paediatric Psychology within this role. Gill worked for many years providing Expert Witness Psychological Reports for legal proceedings and provided psychological consultation to various professionals. She has trained and worked therapeutically with children, adults and families throughout her career. Within CMCAFS Gill is the lead psychologist for our Leadership provision. She also leads on contracts with partner organisations, providing systemic psychological formulation and consultation. Gill is co-host of the EVOLVING leadership podcast.



Dr Sue Knowles - Consultant Clinical Psychologist (Lead for CMCAFS).

Sue has previously worked within forensic services, adolescent inpatient care, and as Clinical Lead for a national residential care organisation before joining CMCAFS in 2016, and subsequently becoming the Lead for CMCAFS. Sue has diverse experience of working with leaders, and senior leadership teams, within a range of settings including within the corporate arena, health, education and social care settings. She is also an author and keen researcher and is the co-host of the EVOLVING leadership podcast.

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