

Cross-Functional Leadership: Integrating Perspectives in Health and Social Care

This introductory and the following four workshops are designed by the London Interdisciplinary School to support anyone involved in collaborative, integrated working in Health and Social care. You might be leading a multi-disciplinary team, partnering with other providers, or working across services and sectors.

An Introduction to Cross-Functional Leadership / Integrating Perspectives

[Thursday 30th March, 10:00 – 11:30 – Click here to register](#)

In this standalone session, participants will be introduced to some key concepts, tools and techniques that will help with integrated or interdisciplinary working.

If you would like a deeper understanding to support system projects/work you may be involved in then you may wish to apply for the full programme (overview below).

By attending this event you will be able to:

- Gain new ways to identify the challenges of integrated working (working in multi-disciplinary teams or cross-sector collaborations)
- Understand the type of conceptual thinking and changes in communication that can help you to tackle these challenges, in time-pressured contexts
- Practise applying at least one tool.

This is a pan-regional programme with limited places. For those who would like to participate in the full programme (details below), there will be the opportunity to register for this following the introductory session.

We would recommend you hold the dates of the workshops below until you decide if you would like to participate in the full programme. If you are unable to make the dates, you can register your interest [here](#) and we will notify you with new dates when they are available in the year.

Full Programme Overview

Following on from the Introductory session. The programme features four sessions hosted once a fortnight over an eight-week cycle. In the intervening weeks, participants will work to apply what they have learnt with support from a self-paced learning platform. Videos, recaps, and activities will help you to move from understanding a concept or tool to putting it into practice and getting feedback. The programme is designed for a time commitment of 2 hours per week.

The workshops focus on ideas that you can implement quickly to help with breaking down complex problems, effective planning and communication across siloes, and making use of different kinds of evidence and expertise.

Workshop 1 – Talking with Experts: Using what others know **Thursday 20th April, 10:00 – 11:30am**

Integrated working brings together people with a range of extensive knowledge, skills and experience: different forms of expertise.

This session introduces tools that can be used to:

- Diagnose the kinds of problems you are working on and how different kinds of expertise can help you
- Understand the level of understanding you need to have about the expertise of others in your teams, organisations or systems
- Communicate more effectively as a leader working with different kinds of experts and helping those experts work together.

Workshop 2 – Beyond What Works: Using a range of evidence **Thursday 4th May, 10:00 – 11:30am**

There are well-established ways to integrate certain kinds of evidence, such as randomised controlled trials about tried-and-tested interventions. In the context of complex challenges, uncertainty, or crisis, however, we often do not have the luxury of this kind of evidence.

This session introduces ways to access other forms of evidence, going beyond the ideas of 'quantitative' and 'qualitative', to more deeply understand different data sources and what they can tell us.

Workshop 3 – Seeing the Wood and the Trees: From insights to big picture **Thursday 18th May, 10:00 – 11:30am**

Leaders can integrate perspective by working to both 'see the big picture' and have an eye for the important details: being able to 'zoom in and zoom out' on what is happening and what is needed.

This sessions introduces tools for working with abstraction and complexity to help to connect a birds-eye vision or strategy to more concrete details and evidence of change.

Workshop 4 – More than Words: Communicating effectively across health and social care **Thursday 1st June, 10:00 -11:30am**

Working across teams, organisations or systems requires new ways to communicate about what we are doing that will make sense in different roles, contexts, and specialisms. The work we are trying to talk about and carry out can be very complex.

This session demonstrates how different kinds of maps, metaphors and models can be used to help in this work and explain some of the principles of what makes a good representation or analogy.