

MY LEADERSHIP JOURNEY



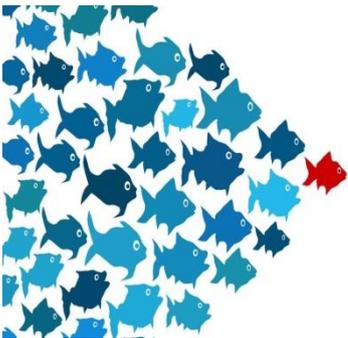
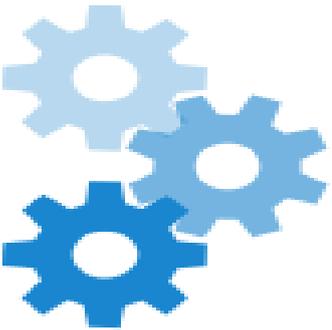
Mr David Marsden

PHOTO



Allied Health Professions Workforce Lead
Health Education England, Yorkshire & North East Region

*MSc Practice Development
BSc (Hons) Occupational Therapy
HND Business and Finance
Cert HE in Psychology*



My current roles

- Supporting Health Education England and the associated strategic transformation partnership/ Integrated Care Systems (ICS/STPs) to understand the AHP workforce. This involves advising on AHP workforce supply, upskilling, new ways of working, new roles and leadership.
- Programme development, commissioning and management to support the health and social care system transformation.
- Working with the national AHP team in HEE on national programmes and aligning work with AHP work streams in ALBs (Arms Length Bodies)

My leadership skills

- Promoting equality
- Enabling distributed leadership – recognising all individuals are integral to the organisation and its success
- Systems leadership
- Collaboration, spotting and nurturing talent

Attributes and behaviours

- Leading by example
- Listening and responding
- Intelligent kindness

Where my leadership has made an impact

Through connecting people and ideas and channelling this into solutions



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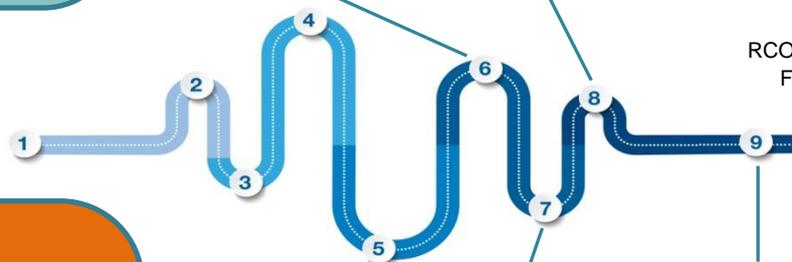
My key pivotal moments

Pivotal moment 7 & 8

- 2000 Co-produced (with psychology) and evaluation on innovative inpatient activity approach
- 2000 LEO course (Leading Empowered Organisations) help me understand that leadership can exist at every level

Pivotal moments 11 - 14

- 2005 MSc in Practice Development
- 2007 Pioneering an occupational therapy and fire service partnership
- 2010 Appointment to Head of Occupational Therapy in a mental health trust
- 2010 Adoption of multiple AHPs, becoming Trust AHP lead and Head of Occupational Therapy Maintaining a clinical role during my leadership journey- informed my roles



Pivotal moments 1 - 6

- Becoming interested in psychology and human behaviour on my business and finance course
 - Realising my natural preference was to enable through mental health support worker roles
 - Occupational therapy assistant role and exposure to transformational power of occupational assessment and interventions
- 1999 Qualification and registration as an occupational therapist
 - 2000 First occupational therapy post in mental health inpatient services in Manchester
 - 2000 Promotion to Band 6 with increased supervision responsibility

Pivotal moment 9 & 10

- 2001 New role as Band 7 occupational therapy team leader in mental health inpatient services in 2001- mastering management of a team and the complexity of communication
- 2002 New role as occupational therapy professional lead for inpatient mental health and community living services, starting to consider the bigger picture and exposure to organisational politics

Pivotal moments 15-19

- Becoming a quality improvement associate with AQUA (advancing Quality Alliance) 10 days a year secondment.
 - Becoming a CQC specialist advisor over 4 years, 5 days at a time whilst AHP lead – understanding how services are inspected and translating learning to improve services.
- 2017 Appointment to AHP workforce lead for HEE (Health Education England) in the North West, exposure to multiple systems, distributed leadership, multiple stakeholders
Co-opted seat on RCOT English Board – better understanding of RCOT
 - 2019 Appointed to AHP workforce lead for HEE in Yorkshire and North East
 - 2019 Secured a seat on the RCOT English Board

