

# You Are Not A Frog

## CPD & Reflection Log



### Episode 40:

#### Podcast notes

In this episode, Rachel is joined by Gary Hughes, author of the book Leadership in Practice, blogger, educator and facilitator who is a Practice Manager by day.

We chat about how leadership in the COVID-19 crisis has had to adapt, and the different roles that a leader has had to take. Whether you are leading an organisation, a small team or even just working in a group of colleagues, compassion, kindness and clarity has never been more important.

We talk about the three phases of the response to any crisis – the preparation period, the active period and the recovery period. People's behaviours can be very different through the three phases varying from kindness and support to disillusionment, fatigue and let's face it, some plain old bad behaviour!

Setting clear boundaries, and knowing a clear vision for yourself, your team and your organisation is key. There is also a need to be fair and lead by example.

Gary's top tips for leading through into the recovery phase are:

1. Get clarity on where you are heading – and communicate this to the team
2. Reflect what you want to stop, start and continue (get our stop/start/continue checklist tool here [insert link](#))
3. Work out what else you need for the journey ahead – learning? Skills? Resources?

We are sending out a weekly email with new resources, tips and useful content especially for doctors and healthcare professionals throughout the COVID-19 crisis. If you'd like to receive this and other resources about thriving at work then [please sign up here](#)

You can [watch this podcast episode on YouTube](#) here

Sign up for the Preparing for Life After VTS for GP Mums: Getting the Balance Webinar here <https://event.webinarjam.com/register/31/k3r5li2q>

#### Podcast links

Get the [COVID Team Wellbeing Toolkit](#) which includes instructions on how to run a team check in chat here - <https://www.shapestoolkit.com/free-team-wellbeing-toolkit>

Find [Gary on LinkedIn](#)

Check out his latest blog here (insert link to blog about podcast)

The [BPS Psychological Needs of Healthcare Staff](#) as a Result of the Coronavirus Pandemic article and resources

View our recent Shapes Webinars on how to support your teams through the COVID crisis and sign up for the forthcoming webinar here <https://www.shapestoolkit.com/support-your-team-webinar>

24 hour support for NHS staff: Call 0300 131 7000 between 7am and 11pm or text FRONTLINE to 85258 24/7.

[BMA Wellbeing Service](https://www.bma.org.uk/advice/work-life-support/your-wellbeing) - <https://www.bma.org.uk/advice/work-life-support/your-wellbeing>  
[The NHS Practitioner Health Programme](https://www.practitionerhealth.nhs.uk/) - <https://www.practitionerhealth.nhs.uk/>

[Sign up for downloadable CPD reflection forms plus more tools and resources](#)

For more episodes of You are not a frog, check out our website <https://youarenotafrog.com/>

[Sign up to our mailing list](#) here for loads of useful resources about thriving at work

You can also join the [Shapes Collective Facebook group](#) where we chat about the hot topics and regularly post interesting articles

Follow Rachel on twitter [@DrRachelMorris](https://twitter.com/drrachelmorris) - <https://twitter.com/drrachelmorris>

Follow Rachel on [LinkedIn](#)

Find out more about her online and face to face courses for doctors and healthcare professionals on surviving and thriving at work at <https://www.shapestoolkit.com/healthcare> and for other organisations at <https://www.shapestoolkit.com/organisations>

What three key things have you learned from listening to this podcast?

Is there anything you can use from this podcasts that will help you to help others?

What are you going to do now?
How will you know if this has made a difference?
CPD time claimed:

For more episodes of You are not a frog, check out our website [www.shapesfordoctors.com/podcasts](http://www.shapesfordoctors.com/podcasts) follow Rachel on twitter @DrRachelMorris and find out more about her online and face to face courses on surviving and thriving at work at [www.shapesfordoctors.co.uk](http://www.shapesfordoctors.co.uk)

Get more reflection forms and useful stuff about thriving at work by signing up to the [Shapes Collective Facebook Page](#).