



Relational Leadership NHS Leaders and Managers

**12-month online Leadership Course
Start dates in 2026**



Relational Leadership in healthcare

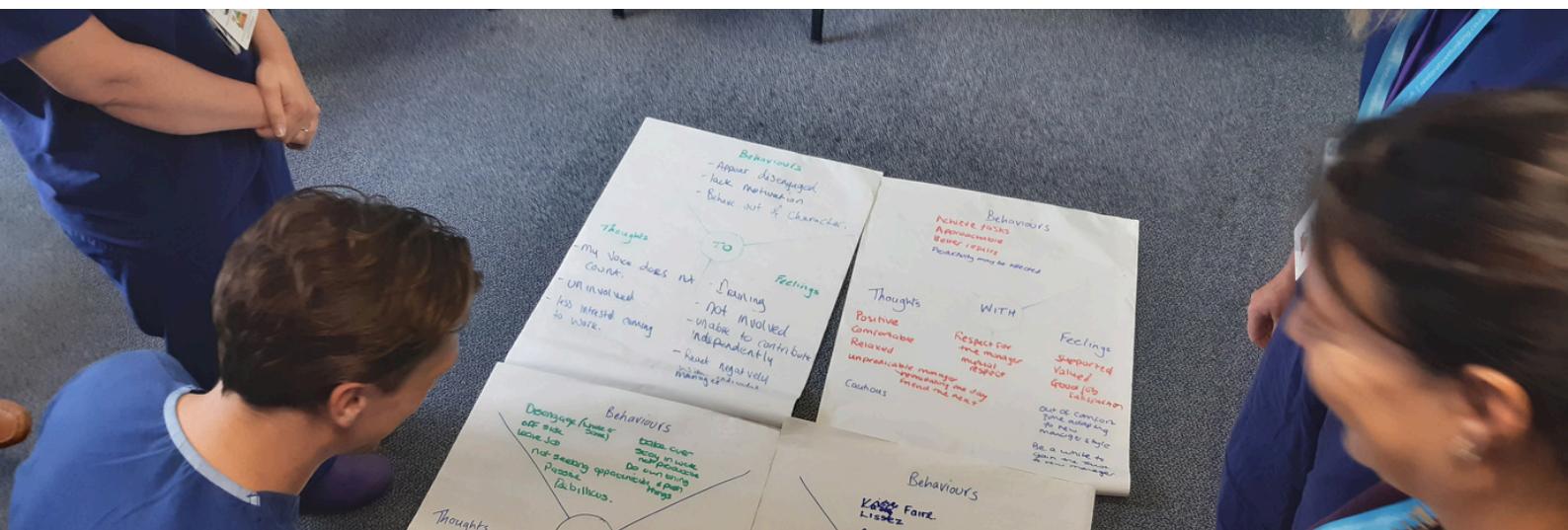
The new NHS Leadership and Management Framework is a commitment within the 10-Year Health Plan, aimed at strengthening leadership to drive service transformation, improve patient safety, and foster a positive culture. It directly responds to the 2022 Messenger Review and 2019 Kark Review.

This is a clear call for change, specifically in the ways we work together, and the new framework sets this out clearly, with detail.

Relational and restorative practice (RRP) has a key part to play in facilitating and enabling this change. RRP asks us to focus on the detail of our relationships at work: how we hold each other to account; say what we see; problem-solve collectively; challenge and support each other. This discipline invites us to try new ways of communicating and connecting, and this makes a difference.

The Leadership and Management Framework seeks "*a consistent approach to getting the basics right, to providing the best, accessible development for leaders and managers at all levels.*" RRP provides consistency in getting the basics right. It means doing things differently on a micro level; these small shifts contribute to a movement that creates the bigger change.

We anticipate learning from this programme will ripple outwards, improving communication within teams, reducing confrontation and conflict, and creating a more positive environment for staff, patients, and families.



Relational Leadership

Evolving Evidence Base

Recent feedback from those accessing our online courses and workshops:

"One of the most useful and informative training sessions! Excellent skilled facilitators. RRP is a key life skill and workplace philosophy which we need to amplify." (Jennifer Pearson, BAME Nurse of the Year 2022, November 2025)

"It introduces a simple framework that helps us reflect on whether we're working with, to, for, or not (with) others, based on the balance of expectations and support. It's especially useful for improving communication and resolving conflict." (Anonymous online feedback, December 2025)

"I liked the behavioural window, it's nice to have shared vocabulary for that." (Anonymous feedback, March 2025)

"I particularly liked the relational window work; this enabled me to reflect on myself as a leader and how I may move and adjust through the different stages. It was good to see where I fit and to be mindful of how I respond in certain situations." (Anonymous feedback, July 2025)

"I wanted to share that I already love this and will be adapting into my practice and how as a trust we can incorporate it more." (Clinical Nurse Specialist, January 2026)

Introducing and embedding restorative practice with an NHS Trust, interim outcomes (May 2024)

101 responses	Quite well %	A lot %	Combined
I have learned how to build better working relationships.	29.9	53.7	83.6
I feel better able to problem-solve with colleagues.	36.5	47.1	83.6
I feel better equipped to plan for, and have, conversations that are difficult.	35.05	48.45	83.5
I understand how restorative practice can help me and my team to develop better psychological safety.	33.5	55.15	88.65

Course structure

- Access to online modules with a framework and timetable for guidance. 10-20 mins per week online (on-demand) learning for the first 5 months.
- Monthly 1-hour webinars, to introduce the underlying philosophies of this discipline and to allow course facilitators to model the language and processes introduced in the online course.
- Teams supervision sessions to help apply learning from the online course to role/s.
- Maximum 12 participants per cohort.

Relationships for Change



Relational +
Restorative
Thinking

On-demand online programme to introduce
practical skills that promote better relationships
and connections

<https://restorativethinking.co.uk/>



Royal College
of Nursing
RCN ACCREDITED

RCN Accredited until 24 March 2026
Accreditation applies only to the educational content and not to any product
RCN cannot confirm competence of any practitioner

What's covered?

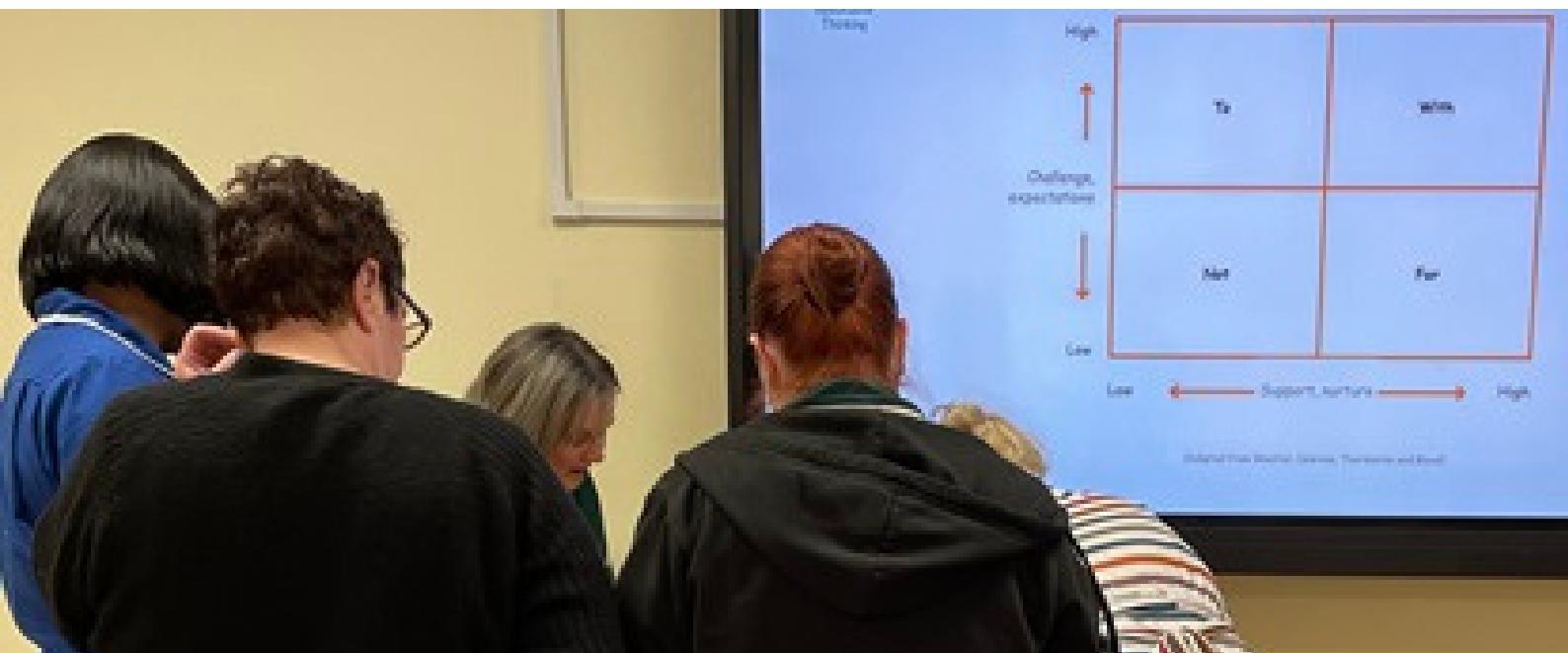
- Strengthening your existing leadership practice through relational theory, evidence and practice, with a focus on self-awareness, strong interpersonal and communication skills, professionalism and fairness, multi-professional team-working and the confidence to question and challenge.
- Understanding more about your team/department and what it means to work 'with' colleagues more effectively.
- Change management – challenges related to change, and your relationship to them.
- Enabling positive and productive changes with your team(s), organisations, services and patients in areas such as increasing staff morale, collaboration, accountability, problem-solving, improving patient experience.
- Improving your personal impact to help enable progress with your team(s) and inspire your organisation to build a culture of inclusive, people-centred, patient-centred care.
- Focusing on helping you to become more resilient and able to meet the demands of working in often high-pressured healthcare environments.
- Focusing on your own behaviours and challenges to improve organisational outcomes, patient care and patient safety.





Your facilitators Lesley Parkinson, Gail Porter and Christine Savage-McMahon have been introducing and embedding relational and restorative practice across Public Services for over 14 years and with NHS leaders, managers and staff, both clinical and operational roles.

We have all undertaken leadership roles in Public Services and we draw on our own experiences of successes and challenges in addition to inviting your insights and obstacles.



Restorative Practice at Work

To book your place, please send an e-mail to:
Lesley Parkinson,
Executive Director,
Restorative Thinking

e-mail: lesley@restorativethinking.co.uk

Tel: 01772-742353

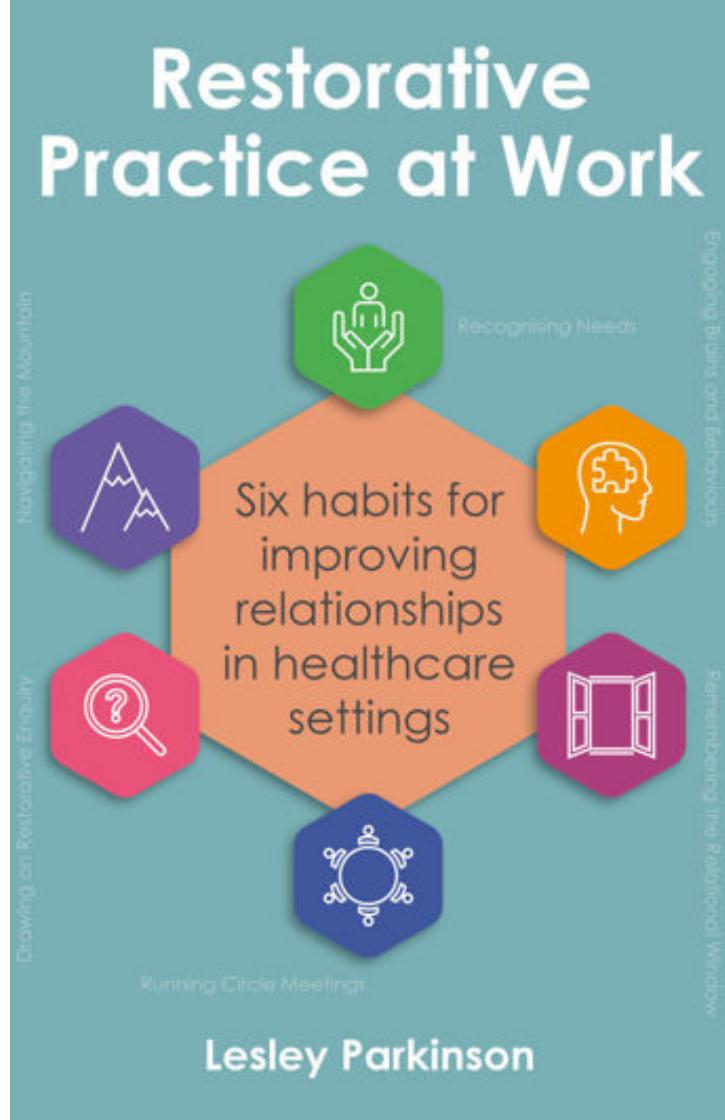
Mob: 07722-232975

Web: restorativethinking.co.uk



Cost per person: £1,275 plus VAT

- Flexible start dates throughout 2026
- Max 12 participants per course



Booking Terms & Conditions

- Your place will be confirmed when Restorative Thinking receives payment or the production of an official purchase order. Please DO NOT book a place unless you have approval from your manager AND confirmation that your trust are willing to pay your course fees.
- Once your place is confirmed, you will be notified by e-mail. Please ensure that we hold a valid email address and mobile contact number for you.
- Payment must be made before the course commences. We reserve the right to cancel a booking in the case of non-receipt of payment.
- Joining instructions will be sent via email two to four weeks before the course commences.
- In the event of a cancellation: A charge of 25% of the course fee will be made for cancellations up to 6 weeks prior to the workshop date; a charge of 50% of the course fee will be made between 4 and 6 weeks prior to the workshop; no refund will be given for cancellation within 4 weeks of the workshop; suitable replacement delegates will be accepted up to 3 days prior to the course.



 **Relational +
Restorative
Thinking**

On-demand online programme to introduce practical skills that promote better relationships and connections

<https://restorativethinking.co.uk/>

 **Royal College
of Nursing**

RCN ACCREDITED