

DESENVOLUPA PROGRAM

LEADERSHIP AND TEAM DEVELOPMENT IN THE DENTAL CLINIC

Lead with purpose, build trust and develop your dental clinic team's talent.

25 h

Total duration

15 h

In-person

10 h

Online + tutoring sessions

THE PROGRAM

Leading a dental clinic means creating the conditions for people, teams and the organisation to thrive. This programme supports dental clinic directors and coordinators in developing conscious, people-centred leadership that connects shared values with everyday decisions and team development.

WHAT WILL YOU ACHIEVE?

- Develop a personal leadership approach aligned with the clinic's purpose and values.
- Strengthen communication, coordination and the management of challenging relationships.
- Build trust, psychological safety and wellbeing to promote team engagement.
- Identify and develop team talent and put the learning into a practical action plan.

FORMAT AND METHODOLOGY

15 h in person: 3 sessions of 5 h (two in Barcelona and one at Avinent).

2 h synchronous: 2 individual tutoring sessions of 1 h each with The Clinical Talent Institute.

8 h asynchronous: self-paced online learning materials and individual study.

Programme accredited by the Chair of Values-Based Leadership at UManresa UVic-UCC.

LEARNING PATHWAY

01 Values and Leading by Example

Dr Valentí Martínez and Mr Òscar Dalmau · 5 h in-person

Why?

Dental clinic leaders face clinical, organisational and people-related demands. Many move into leadership based on their clinical expertise without specific training in managing people. The aim is to move beyond handling daily emergencies towards conscious, values-based leadership.

What for?

Develop a personal leadership approach suited to each clinic and participant. Align people around a shared purpose, encourage autonomy and improve engagement, quality of care and the patient experience.

Content

Purpose-driven and values-based leadership

- Connect the clinic's purpose with personal and organisational values.
- Identify current challenges and the impact of leadership behaviours.
- Translate values into decisions, actions and relationships.

Directing, managing and leading teams

- Understand the distinct but complementary leadership and management roles.
- Align teams with goals while promoting initiative and accountability.
- Recognise individual contributions and adapt to team maturity.

LEARNING PATHWAY

02 Psychological Safety and Team Wellbeing

Dr Alba Sánchez · UB · 5 hours in-person

Why?

Psychological safety enables people to ask questions, raise concerns and learn from mistakes without fear of judgement. Heavy workloads, conflict and organisational change can undermine trust and wellbeing in dental clinics. A healthy environment supports learning, teamwork and care quality.

What for?

Understand psychological safety and recognise behaviours that support or inhibit it. Learn to build trust, identify signs of strain and take preventive action as a leader.

Content

Building psychological safety

- Understand the concept and its application in dental clinic teams.
- Encourage participation, trust and learning through specific behaviours.
- Learn from mistakes and turn them into opportunities for improvement.

Leaders shape the team climate

- Explore the impact of leadership behaviour on team emotions.
- Develop self-awareness, emotional regulation, consistency and role modelling.
- Look after yourself to better support and lead others.

Collective wellbeing and emotions

- Recognise exhaustion, disengagement and declining team morale.
- Identify organisational risk factors and preventive actions.

LEARNING PATHWAY

03 Communication and Interpersonal Skills

Vanessa Lozano · 5 hours in-person

Why?

Leadership takes shape through everyday conversations: meetings, feedback, difficult decisions and disagreements. In dental clinics, these situations often happen under time pressure and among professionals with different roles and expectations. Effective communication builds trust and improves coordination.

What for?

Strengthen communication and interpersonal skills to approach difficult discussions confidently. Learn to give and receive feedback, manage disagreement and communicate effectively during tension, change or uncertainty.

Content

Interpersonal leadership skills

- Clarify expectations, responsibilities and commitments.
- Practise active listening and constructive feedback.

Conversations that inspire action

- Ask questions that foster reflection, ownership and learning.
- Communicate clearly and assertively with empathy across different profiles.
- Bring different perspectives into decision-making.

Managing complex conversations

- Communicate difficult decisions and resolve conflict constructively.
- Handle discussions during tension and uncertainty.

LEARNING PATHWAY

04 Develop Your Team's Talent

Online learning and tutoring · 10 hours in total

Why?

Growing a clinic also means developing its people. Everyday pressures often push longer-term staff development aside. Each person has different strengths and needs and benefits from tailored support and opportunities to learn at work.

What for?

Build a structured understanding of the team's skills, potential and development needs. Identify opportunities for growth, adapt support to individual needs and create an achievable action plan for the clinic.

Content

Identifying talent

- Look at the team from a new perspective and create a team talent map.
- Identify individual strengths, abilities, potential and growth opportunities.

Supporting development

- Tailor support and hold conversations that encourage professional growth.
- Provide motivating feedback and promote learning in everyday work.

My team development challenge

- Choose a real development priority and create an actionable clinic plan.

Format: 8 h of self-paced online learning + 2 h of live individual tutoring (two 1-hour sessions).