



Defence Academy
of the United Kingdom



Health Professionals Leadership and Management Course

Prospectus 2017

The Staff College: Leadership in Healthcare

The Staff College: Leadership in Healthcare (Staff College) is an independent charity dedicated to developing healthcare leaders and helping them to deliver better outcomes. Our experienced and well-regarded faculty draws extensively from the NHS, military, business and education perspectives and experience, producing a rich collective wisdom on leadership. Over the past seven years we have run through-career leadership development programmes for individuals and teams, from all specialties, backgrounds and places across the country for over 1300 members.

Founded in 2010 by the late Professor Aidan Halligan following his visit to the military acute medical facility in Helmand Province at the peak of the British Army's operations in Afghanistan. There he witnessed at first hand the extraordinary teamwork, cooperation and leadership of the combined NHS and military teams. On his return, he rapidly brought together a core team of advisors from the military, health, business and education sectors to develop a new way of training leaders in health.

In September 2016, following 6 years of hosting by University College London Hospitals NHS Foundation Trust, and with the backing of Public Health England, we established the Staff College as an independent charity to improve the quality of care for patients by working with individuals and teams nationally to strengthen and develop the skills of leaders across the healthcare community.

Defence Academy

Showcasing command and leadership at its best, the Defence Academy of the United Kingdom trains and develops the future commanders of the UK Armed Forces and Civil Service, as well as selected global leaders. This is achieved by drawing on the UK Armed Forces' leadership principles of trust and empowerment and through exploiting military and science innovation. Our courses are tailored to deliver both the tactical, operational and strategic skills that keep the UK at the forefront of global events and able to respond to the challenges of an increasingly uncertain world. We offer a diverse spectrum of courses from one-day sessions in stress and resilience management, to year-long post-graduate courses on international strategy and leadership, through to professional project management qualifications.

The biggest outcome I have gained is exactly as you put it – 'How I see myself in my role.' I am continually reflecting on outcomes and how people deserve to be treated and led (as well as a fair amount of following).

I simply cannot thank you or the Staff College enough, truly inspired. Many thanks

General Manager, NHS FT, post completion of the pilot Health Professionals Leadership and Management Course Pilot, Sept 2016

Contact us!

info@staffcollege.org
020 7832 6951

Find out more

www.staffcollege.org

Health Professionals Leadership and Management Course

Concept of joint programme

The Commandant Joint Services Command and Staff College (JSCSC) has offered The Staff College: Leadership in Healthcare (SC) 120 places for healthcare professionals on the Command, Leadership and Management (CLM) Forum element of the Advanced Command and Staff Course (ACSC).

The purpose behind this initiative is to give the healthcare professionals the opportunity to experience Defence's approach to leadership development whilst providing them with a unique opportunity to further develop their own leadership skills.

The 6-day leadership and management development programme will be delivered as part of a year-long professional development course for middle ranking (Lieutenant Colonel and equivalent) military officers.

Aim

To inspire and challenge you to reflect on your own leadership qualities and style.

In order to

Ensure that the way you lead the delivery of healthcare is of the highest quality

Duration

6 days residential

Location

Joint Services Command and Staff College, Shrivenham, Swindon

Course dates

Sunday 17 – Friday 22 September 2016

Format

The programme is structured around central lectures to the complete cohort, facilitated discussion in health syndicates, facilitated exercises to support self-

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awareness raising, and time to work on a specific 'wicked' issue, nominated by a syndicate's sponsor and with the aim of providing the opportunity to work on a live issue as a way of learning about the process for approaching such issues in the future.

Each syndicate will be facilitated by a military Directing Staff (DS) from JSCSC and a senior healthcare professional to provide both the facilitation expertise and health context.

Learning Outcomes

- Critically analyse leadership and management concepts.
- Understand your personal leadership context and challenges within the healthcare system.
- Assess the value and application of self-awareness.
- Become aware of personal values, principles and assumptions.
- Reflect on techniques for enhancing leadership and management abilities.
- Analyse the features and impacts of negative or poor leadership.
- Gain awareness of how personal traits can influence performance of self and team.
- Analyse resilience and leadership following crises.
- Gain understanding of the challenges involved when managing change

It was a privilege to be included in the programme last week and I am extremely grateful for the opportunity to receive the coaching/teaching/training delivered as it was such a high quality. I feel that I can take forward what I have learned into my practice and the service I am responsible for will show a tangible improvement as a result.

This can only lead to improvements in patient care which is what it was all about.

In short, thank you.

Lead Nurse, Urgent and Emergency Care, NHS Trust, post completion of the pilot Health Professionals Leadership and Management Course Pilot, Sept 2016

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Entry criteria

We are offering ten syndicates to ten sponsoring organisations or partnerships. Each syndicate has twelve places. Members of each syndicate will have a unifying purpose and be multi-discipline. By way of example, they may all work for a particular clinical network or pathway across a local geography, or they may work for the same organisation.

In order to gain maximum benefit from this opportunity, each syndicate sponsor will be asked to provide a 'wicked' problem for their syndicate to work on during the week. Whilst those attending the course will not be expected to solve the wicked problem during the week, some of the sessions throughout the week will provide the opportunity for the group to start working together on a solution, and to learn from this collective experience of working together.

It is advised, post course, that there be further follow-up interventions with the group and a SC facilitator in order to continue the work started during the week.

In order to mirror their military colleagues attending the course in experience and grade, the healthcare delegates will likely be:

- Senior Registrar or Junior Consultant Grade Doctors
- GPs
- Senior nurses, band 7s and 8s
- Middle-senior managers, band 7s and 8s
- Senior Allied health professionals, band 7s and 8

Course fees

Course fees are £2,500 per candidate exc VAT.

These include accommodation and all meals throughout the week. Three meals a day will be provided with a vegetarian option on offer. Should you have specific dietary requirements, please contact the team to ensure that something can be provided for you.

Parking is available on-site at no additional cost.

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Impact of attending

We are committed to evaluating the impact that attendance has on those that attend our programmes. Not just in the here and now, but also whether they have an impact in the longer term. As such we have been working with an independent researcher to evaluate this.

We are currently working to collect and collate the quantitative and qualitative data about the impact 6 months on from those that attended our pilot Joint Health Professionals Leadership and Management Course in September 2016.

Our evaluation results from attendance on the course show that:

97% of those who attended would recommend the course to a colleague.

90% of those who attended rated the programme as excellent.

Each attendee was asked to set a personal goal, an organisational goal and a clinical goal prior to attending the course. At the end of the week they were asked whether they felt they had achieved these. 82% of attendees felt they had achieved all three goals, with 15% feeling they had achieved either 2 of their 3 goals or achieved other goals.

Attendees were asked before the course to what extent they were confident applying leadership skills in their professional context.

	Pre course	Post course
Very confident	6%	43%
Somewhat confident	35%	50%
Unsure	32%	3%
Not confident	26%	0%
Not at all confident	0%	0%

Attendees were asked before the course how confident they were in their knowledge of different leadership theories.

	Pre course	Post course
Very confident	6%	47%
Somewhat confident	41%	53%
Unsure	29%	0%
Not confident	24%	0%
Not at all confident	0%	0%

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Attendees were asked before the course to what extent they were confident in their ability to select from different leadership styles or approaches and apply them in different situations.

	Pre course	Post course
Very confident	6%	43%
Somewhat confident	35%	50%
Unsure	32%	3%
Not confident	26%	0%
Not at all confident	0%	0%

To find out more or to apply

If you are interested in sponsoring a syndicate or would like to find out more please contact us using the details below.

If you are interested in attending as a candidate please get in touch below. Whilst our aim is to offer places to full syndicates only, it may be worth speaking to us in case we're aware of a potential syndicate that you could be part of, or can support you in forming your own syndicate.

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Many thanks indeed to you and your team for the incredible opportunity you offered me last week.

A real eye-opener into a parallel can-do culture with a strong sense of duty and service.

Coming back to work was a reality check....

I look forward to staying in touch, but more importantly gaining further insights into how to lead and inspire people working in less functional environments.

Consultant Interventional Cardiologist and Honorary Senior Lecturer, NHS FT, post completion of the pilot Health Professionals Leadership and Management Course Pilot, Sept 2016

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