
Background

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 eight years we have run experiential, through-career leadership development programmes for over 2600 members. For individuals and teams, from all specialties, backgrounds and places across the country.

Our approach

We understand that working in healthcare you are in an environment where the exceptional is commonplace and new challenges arise daily. To manage these rapidly changing circumstances demands leadership skills and abilities of the highest level. We believe that leadership is an amalgam of emotional intelligence, courage, analytical skills and commitment, along with the resilience to take setbacks and still be focused on the final objective. Our programmes have been developed to enable staff to consolidate and expand their leadership abilities by exposing them to a range of experiences and techniques.

Our programmes are delivered using techniques based on:

- Learning through insight and experience
- The application of immersive simulation with structured, honest feedback
- Personal and peer review of observed behaviours.



I want every leader to go through the course as I'm sure it would make the NHS a better place. I also want to be able to put into practice what I've learnt.



Senior Leadership Development

We run three 3-day courses for senior leaders, 'Leading Self,' 'Leading Others' and 'Leading Systems.' Our courses run throughout the year, are open to anyone who fulfills the entry criteria and delivered to multi-disciplinary, multi-organisation cohorts. Each 3-day module costs £1,500. You can attend an individual module, attend the courses consecutively, or in any order you choose.

Course dates 2018 & 2019

Module	Date	Venue	Application Deadline
Leading Self	3-5 Oct 2018	London	3 Aug 2018
Leading Others	7-9 Nov 2018	London	12 Sept 2018
Leading Systems	5-7 Dec 2018	London	10 Oct 2018
Leading Self	13-15 Mar 2019	London	18 Jan 2019
Leading Others	15-17 May 2019	London	22 Mar 2019
Leading Systems	10-12 July 2019	London	20 May 2019
Leading Self	18-20 Sep 2019	London	22 July 2019
Leading Others	13-15 Oct 2019	London	23 Sep 2019
Leading Systems	11-13 Dec 2019	London	18 Oct 2019

Contact us!

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Find out more

www.staffcollege.org

Leading Self

Aim: To develop a deeper awareness and accountability for managing your emotions, behaviours and assumptions.

In order to: Make leadership actions based on informed choices rather than unconscious habit.

Learning Outcomes

- Understand your personal leadership context and challenges within the healthcare system.
- Become aware of personal values, principles and assumptions.
- Notice how you manage your behaviours in group situations.
- Gain awareness of how personal traits can influence performance of self and team.
- Begin to develop your personal reflective practice.

Leading Others

Aim: To develop your ability to influence and be informed by others.

In order to: Be a more effective leader of teams and groups.

Learning Outcomes

- Gain greater understanding of your own leadership context and challenges within the healthcare system.
- Understand roles: leader, deputies and followers.
- Deeper awareness of presence – how personal traits impact or fail to impact on the performance of self and team.
- Notice the nature of key intra-team relationships.
- Understand the dynamic demands of task, team and individual priorities.
- Further develop your personal leadership strategy.



Challenges and develops the kind of collaborative leadership the NHS needs.



Leading Systems

Aim: To understand the nature of healthcare systems and to develop your own intuitive abilities to recognise patterns and appropriate points of intervention.

In order to: Move from managing the consequences of systems to actually improving them.

Learning Outcomes

- Gain greater understanding of your own leadership context and challenges across healthcare systems.
- Understand how structural elements (i.e. organisational design, hierarchy, roles, workflow, policy etc) impact behaviours and leadership.
- Consider how to make learning and improvement continuous instead of episodic and integrated rather than fragmented.
- Identify the right culture for your system and how to promote it.
- Map the key local, regional and national relationships needed and develop a personal plan for developing these.
- Further develop your personal leadership strategy.

Entry criteria

Whilst there are no absolute entry criteria to attend our modules or senior leaders, the below is a general guide to the expected audience.

- Consultant grade doctors and above
- GPs
- Senior nurses, band 8a and above
- Senior managers, band 8a and above
- Senior allied health professionals, band 8a and above



Moments of real revelation, learning that I will take back to work and implement. I will be a better leader as a direct result of this course and the College.



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