

## The Senior Leadership Development Programme

The Senior Leadership Development Programme is an experiential and practical programme designed for senior leaders working within health and social care. It is formed of three stand-alone three-day modules: Leading Self, Leading Others and Leading Systems and runs throughout the year.

This immersive programme enables leaders to develop your awareness about the impact of your leadership on others, further develop your confidence leading others and develop your ability to influence change within the context of complex problems and complex systems. Our leadership coaching approach helps you to better understand your existing strengths and areas for development in order to increase your personal influence.

The programme brings together leaders from different professional backgrounds and different types of organisations and promotes greater understanding of the similarity and difference of the challenges faced by leaders in different parts of the system.

### What can you expect from attending?

The programme is highly interactive, experiential and will promote a deep level of personal reflection and thinking. You will work in small groups of peers with a dedicated leadership coach. Simulations provide time to practice working in teams through the completion of tasks that test different leadership and followership skills. Video reviews provide a powerful opportunity for you to see yourselves in action with a strong focus on learning from each experience. These, coupled with feedback from your peers and coach and your own reflections will combine to develop a stronger foundation for your awareness.

The introduction of new concepts will help you to develop your thinking about leadership and develop your ability to be more deliberate in your choices and effective as a leader.

You will also benefit from the expertise of our faculty who bring extensive leadership and coaching experience from a diverse range of sectors. Including health, defence, business and academia.

“ *The Staff College courses are utterly immersive, engaging and powerful learning tools. The intensive self-examination leads to an awareness of personality and preference that is empowering.* ”

Greg Shaw MD FRCS (Urol), Lead for Robotic Urology, UCLH, Honorary Associate Professor, UCL

### Course information and 2022 dates

Modules run throughout the year in London. Individuals can choose to attend a single module, all three, and can spread their attendance out over several years, depending on their personal development needs.

Module	Date	Venue	Application Deadline	Cost (excluding VAT)
Leading Self	15-17 Jun 2022	NCVO, Kings Cross, London	27 Apr 2022	£1500
Leading Others	13-15 Jul 2022	NCVO, Kings Cross, London	25 May 2022	£1500
Leading Systems	30 Nov – 2 Dec 2022	NCVO, Kings Cross, London	12 Oct 2022	£1500

### Entry criteria

Whilst there are no absolute entry criteria to attend our modules, the below is a general guide to the expected audience. Whilst primarily for leaders in health and social care, we value leaders joining from other public sector and charitable organisations.

- 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



***When its busy it feels counterproductive to take time out to consider where we apply our attention and energy. This course enables everyone to reset and refocus and I soon realised that I have been attending to the wrong things with the wrong energy. Taking one moment to consider how to align, enable and improve has refreshed my thinking about how I prioritise. "***



Rob Kemp, Senior Improvement Manager, Emergency Care Improvement Support Team (ECIST), Elective and Emergency Care Improvement, NHS England & NHS Improvement

## 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 influence and to notice more fully and respond appropriately to the influence of others in teams and/or group settings.

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

### Learning Outcomes

- Develop greater understanding of your own leadership context and challenges within your healthcare system.
- More fully understand the roles of *Self, Leader, Deputy and Follower*.
- Deepen awareness of your presence – how it might be perceived and its impact on the performance of Self and Team.
- Understand the dynamic demands of task, team and individual priorities.
- Notice the nature of key intra-team relationships.
- Further develop your reflective practice and personal leadership strategy.
- Lead better meetings

## Leading Systems

**Aim:** To understand the way health and social care systems influence you as a leader and to develop your own awareness of their patterns and appropriate points of intervention.

**In order to:** Develop your ability to lead change more effectively within your own system.

### Learning Outcomes

- Gain a greater understanding of the importance of your own leadership context.
- To appreciate how your perception of the system impacts on your leadership choices within the system.
- Understand the relationship between individuals and the organisation.
- Identify how culture helps and hinders the purpose of the organisation.
- Further develop your personal leadership strategy

## The impact our programme has for individuals



***I have completed quite a bit of leadership training including systems leadership; none have provided the level of insight, challenge and safety as this has. I can honestly say this is probably the best use of three days I have spent in years!***



Leading Systems attendee, November 2021

While leaders will take away their own unique learning from the programme, we've seen that our approach enables leaders to develop:

- Greater awareness of their leadership strengths, impact and ability to influence others.
- Greater resilience and ability to manage their behaviour under pressure and in different situations.
- Deeper ability to review, reflect and learn from their experiences.
- Greater empathy and ability to build effective relationships with others.
- Increased confidence to take on new responsibilities and challenges.
- Greater understanding of the complex nature of the systems they lead in and problems they face, recognising the need to work through and with others in order to improve things.
- Greater comfortability making difficult decisions and doing the 'right' thing on a difficult day.

## Find out more and apply

[www.staffcollege.org](http://www.staffcollege.org)

[info@staffcollege.org](mailto:info@staffcollege.org)