

Leadership Skills for GPs: Navigating and Shaping the new NHS landscape

The concept

A training/action programme comprising a two day workshop and one day action review session spread over two months to equip GPs with the leadership skills to:

- Develop a detailed understanding of how policy is developed in Government
- Navigate and shape the new NHS policy and funding landscape, with specific reference to influencing the development of the new GP Commissioning Consortia

The programme will require participants to undertake a small amount of work between the workshop sessions based on a practical problem of concern to the participants and their organisation.

The challenge

GPs are facing complex organisational challenges as part of the requirement to create and join new Commissioning Consortia. This includes responsibility for

- Commissioning £80 billion of local NHS expenditure
- Ensuring better outcomes as set out in the three outcomes frameworks
- Driving up service quality and patient satisfaction
- Securing £20 billions of efficiency savings for reinvestment in the NHS
- Working jointly through new health and well-being Boards

This is a new role for the great majority of GPs that will require new leadership skills, new skills in building relationships with others and new ways of working with other GPs and with service providers.

The programme learning objectives

By the end of the programme participants will:

- understand how government develops policy,
- understand the new and changing NHS policy and financial landscape and what it means in practice,
- have developed the leadership and relationship-building skills for working effectively in the new environment, including key sectors such as NHS providers; Local Authority Commissioners and other providers from the public, voluntary and private sectors
- have identified a key issue of concern to them and developed an action plan in response
- have identified the next steps in developing a personal support mechanism

Programme design

The course will adopt an action learning approach comprising training, action and review/planning:

- Two day training course including:
- Participant project action
- One day action review, training and planning

Tutors/Facilitators

The programme will be delivered by Phil Hope and Kieran Brett, the Directors of Improving Care.

Phil Hope is the former Minister of State for Care Services in the Department of Health. His work included development of the National Care Service White Paper, the National Dementia Strategy, the National Mental Health Strategy, and the National Autism Strategy.

Phil served as a Minister for seven years in a number of Ministerial roles over the period 2003-2010. He was the Minister for the Third Sector in the Cabinet Office with responsibility for the social exclusion strategy; Skills Minister at DfES with responsibility for adult skills and apprenticeships, and Local Government Minister in ODPM with responsibility for performance improvement, e-government, pensions, planning, and the fire service.

Kieran Brett is a co-founder of Improving Care. He was the Special Advisor to the Secretary of State for Health working on key reforms in the NHS and social care systems. Between 2007 and 2009, he ran a successful consultancy supporting NHS clients to deliver large-scale performance improvements such as the 18 week target.

In 2005 Tony Blair appointed Kieran as his Special Advisor on home affairs working in Downing Street and in the previous three years, he worked for Professor Sir Michael Barber as a senior member of the Prime Minister's Delivery Unit. From 1999 to 2002, Kieran worked for the Audit Commission and specialised in performance improvement in local government. Before 1999, he spent a thirteen years working in local authorities.