



Launching the Leadership Programmes Application Process

Developing and enhancing inclusive leadership capacity and capability

Issue 2 July 2012

Next steps for Leadership

Following on from our first newsletter we are pleased to provide specific information to support the launch of the application process for our suite of programmes as part of our cluster wide inclusive approach to Leadership and Talent Management.

We will also be working closely with you to establish the new working arrangements for leadership development, i.e. the Local Delivery Partnerships, in collaboration with the NHS Leadership Academy and other stakeholders.

This update will:

- Provide information about the options available
- Give guidance on eligibility criteria
- Advise you on next steps

Many thanks

Caroline



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If you have any enquiries about Leadership or Talent Management in NHS Midlands and East, please contact:

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Suite of Leadership Development Programmes - Consider Applying Now



Application process

- All applicants will be asked to provide a statement of support from their sponsor
- Applications will be assessed against the NHS Leadership Framework indicators at <http://www.nhsleadershipqualities.nhs.uk/>
- Sponsors will be asked to provide information in relation to the talent map and succession plan, so that this will also inform the overall application process and design of the programmes

For more information about the Provider Excellence and Change Leaders programmes contact: Karen Bloomfield, Leadership and Organisational Development Manager, kbloomfield@nhs.net 07879 898 071.

For more information about the Aspiring Senior Leaders programmes contact: Karen Bloomfield, Leadership and Organisational Development Manager, kbloomfield@nhs.net 07879 898 071. East Midlands contact: Lyndsay Short, Deputy Director lyndsay.short-ema@nottshc.nhs.uk 07919 210 869

For more information about the BME Leadership programme contact: Anna O’Kane, Programme Lead anna.o’kane@nottshc.nhs.uk 0115 748 4272

Aspiring Senior Leaders Programme



Aspiring Senior Leaders Programme

Aims:

- Enhance participants understanding of the emerging strategic health context and the impact this has for you as a leader
- To consider the roles and responsibilities of board level working and what it takes to operate successfully at this level
- Develop your ability to lead teams, build engagement and deliver results within your own organisation/partnerships and the local community

Delivery:

Programme components include leadership forums, virtual action learning sets, E-learning and webinars, a work based challenge and two written assignments to integrate integrate and apply theory into practice

Programme Provider:

Ashridge Consulting, with the RCGP and Unipart Expert Practices

Who should apply:

Clinicians and managers who have the potential to step up and aspire to achieve Director and Board level posts or equivalent within the next 1-2 years

Timescales:

Applications open on the Tuesday 10th July and will close at 9am on Monday 13th August. The programme will launch in October 2012 and run until March 2013

For further details please visit

<https://www.eoeleadership.nhs.uk/aspiringseniorleaders>

BME Leadership Programme



BME Leadership Programme

Aims:

- To build diverse leadership capacity which is representative of the communities we serve
- Enable the development of leaders with the right mind sets, skills and capabilities to create diverse and inclusive organisations
- Offer BME leaders the opportunity to realise their potential to progress to more challenging and/or more senior roles to increase and enhance the talent pipeline

Delivery:

The programme will feature a range of experiential learning activities, coaching and action learning sets and will focus on key themes including Leading Change, Delivering Strategy, Leadership Styles and Self Empowerment

Programme Provider:

People Opportunities Ltd and J2 Consulting

Who should apply:

Focussing on bands 6-8a clinicians and managers from a BME background

Timescales:

Applications will open on Friday 20th July and close at 9am on Wednesday 5th September. The programme will launch in October 2012 and run until March 2013

For further details please visit

<https://www.eoeleadership.nhs.uk/bmeleadershipprogramme>

Change Leaders Programme



Change Leaders Programme

Aims:

- Enable participants to create change across systems
- Equip participants with essential tools and methodologies to support them in their work and in the application of the NHS Change Model
- Provide insight into participants leadership styles and develop practical strategies to enhance these

Delivery:

Programme components will include a development centre, a range of modules, masterclasses, project-based action learning sets and access to coaching/mentoring

Programme Provider:

The Kings Fund and Hay Group

Who should apply:

Clinicians and managers who are leading on change, to transform and improve patient care. Applicants can apply on an individual basis or in small teams. This programme is offered to applicants in West Midlands and the East of England. This is not available in the East Midlands

Timescales:

Applications open on Friday 6th July and will close at 9am on Monday 13th August. The programme will launch in September 2012 and run until March 2013

For further details please visit

<https://www.eoeleadership.nhs.uk/changeleaders2012>

Provider Excellence Programme



Provider Excellence Programme

Aims:

- Hone your personal leadership skills to allow you to effectively influence and engage internally and externally
- Deepen your understanding of the strategic context and how to position your organisation for success
- Develop your capacity to lead effective delivery of high quality patient care and services

Delivery:

Programme components will include a development centre, a range of masterclasses and workshops, experiential simulation day, action learning, coaching and/or mentoring

Programme Provider:

The Kings Fund and Hay Group

Who should apply:

Directors and Executive Directors in foundation trusts and aspirant foundation trusts. This includes mental health, specialist, community trusts and social enterprises. This programme is offered to applicants in West Midlands and the East of England. This is not available in the East Midlands

Timescales:

Applications open on Friday 6th July and will close at 9am on Monday 13th August. The programme will launch in September 2012 and run until March 2013

For further details please visit

<https://www.eoeleadership.nhs.uk/providerexcellence2012>

CEO Leadership Development



CEO Leadership Development

Information was sent to all Midland and East Trust CEO's on 22nd June asking for their support in strengthening the existing CEO community and identifying aspirant CEO's within their own organisations who have the potential to succeed to a Chief Executive position within 12-18 months.

For further details please visit <https://www.eoeleadership.nhs.uk/ceoleadershipdevelopment>

For more information contact: Chris Birbeck, Deputy Head of Leadership and Organisational Development cbirbeck@nhs.net 07899 967 525