

## Senior Leadership Development Programme for NHS Finance and Procurement Professionals – May 2017 – Jan 2018

EMLA are delighted to have commissioned Prospect Business Consulting ([www.weareprospect.com](http://www.weareprospect.com)) to deliver the Senior Leadership Development Programme for NHS Finance and Procurement Professionals for a 3<sup>rd</sup> cohort.

### 1. Who is the programme for?

The programme is aimed at people who manage managers or who lead multiple projects/programmes or workstreams. It is also aimed at people who have previously completed the Management Development Programme and who are now looking to further develop their leadership skills.

### 2. What will the programme include?

The diagram at the end of this document provides an overview of the programme and its indicative content. The content will be finalised by:

- Understanding more about the development priorities and goals of applicants and their sponsors
- Using common development themes from applicants' 360 reports
- Addressing particular challenges arising from your projects.

The programme will be constantly evaluated and the programme facilitators will work with the participants to ensure that the pitch, pace and content are addressing development goals.

The programme will comprise of masterclasses which will be delivered as two day residential blocks.

The intent is that the masterclasses allow plenty of opportunity for personal reflection and development planning; alongside exposure to content and application to your own working life. There will be a blend of input, individual and pair work, case studies, groups tasks and structured discussions. Every masterclass will open and close with different exercises to support reflective practice and action planning.

An integral part of the leadership programme is to lead a change project within your organisations which you will be expected to give updates on and present at the celebration event.

The first masterclass will be an orientation to the programme, and will include:

- Review of your 360 report and personal development planning
- Information about ILM qualifications
- Projects and action learning sets start up
- Orientation to Prospect's virtual Learning Environment
- Master class content 'Self as Leader' – speaker, input, exercises, application
- Review of your personal development plan and action planning

### **3. ILM Accreditation**

All applicants will be given the option to register to undertake assessment for the ILM Leadership Certificate. More information will be given about this at the first masterclass.

### **4. Your commitment**

To enable all delegates to get the full value and benefit from this programme, the following is required:

- 100% attendance at all masterclasses and action learning sets
- completion of 360 assessment prior to the programme commencing
- to undertake a change project
- approximately 2 hours pre and post activity for each masterclass
- in between masterclasses to undertake work linked to the programme or your stretch goals
- completion of template prior to each action learning set and supporting others within the action learning sets
- regular updates at each masterclass on project progress
- printing off of all required materials from the learning platform for each masterclass
- attendance at celebration event upon completion of programme
- completion of post-programme evaluation

*Please note that if you decide to also undertake the ILM Leadership Certificate then further work in addition to the above is required – the time commitment for this will be outlined at the first masterclass.*

## 5. Programme dates

The 5 x 2 day residential masterclasses will take place on the following dates:

- 16<sup>th</sup> and 17<sup>th</sup> May 2017
- 18<sup>th</sup> and 19<sup>th</sup> July 2017
- 27<sup>th</sup> and 28<sup>th</sup> Sept 2017
- 21<sup>st</sup> and 22<sup>nd</sup> Nov 2017
- 23<sup>rd</sup> and 24<sup>th</sup> Jan 2018

The 5 x 2 day residential masterclasses will also be complemented by Action Learning Sets, these will take place on the following dates:

- 21<sup>st</sup> June 2017
- 15<sup>th</sup> Aug 2017
- 24<sup>th</sup> Oct 2017
- 13<sup>th</sup> Dec 2017

The venue is still to be confirmed but will either be in Loughborough or Nottingham. **As stated above, attendance at all Masterclasses and Action Learning Sets is compulsory.**

## 6. Application Process

The application process will be open in January 2017 – further details to follow.

## 6. Costs

50% of the cost of this programme will be funded under the Skills Development Network (SDN) Membership Subscription – the employing organisations of delegates attending will be asked to fund the remaining 50%. This cost is still to be confirmed but will be no more than what was advertised for the last cohort (£1,488).

If a delegate decides to also undertake the ILM 7 qualification then all costs relating to this will be met by the employing organisation – this will be at an additional approximate cost of approx. £500 but this is to be confirmed subject to the number of participants undertaking the qualification.

## 7. What previous delegates have said about the programme

The evaluation from the previous 2 cohorts has been excellent. Here are some of the quotes from previous delegates:

*“Just to say a big ‘thank you’ it has been an honour and a privilege to be part of this fantastic programme. I have learned a lot about myself and feel motivated to ensure that I embed the techniques and challenge myself to progress on my leadership journey”*

*“It has been the **most worthwhile training I have undertaken**. It was very much focused on supporting and developing the individual rather than pure fact based training with some application”*

*“I would recommend this programme. The course was delivered brilliantly with a range of pace, techniques, methods to encourage participation and aid learning. The approach was adapted in response to energy levels, mood and feedback”*

*“The Leadership Programme has given me some good insight into who I am, what my natural style is and has given me opportunities to try different techniques and learn from others”*

*“The greatest change I have noticed is my ability **to use many of the tools introduced during the course without actually consciously intending to**. For example I have found myself on a number of occasions using narrative leadership skills during conversations and presentations. This has helped me to provide context to colleagues internal and external around ideas and concepts where I have previously struggled”*

# SDN Senior Leadership Development Programme Overview



