NHS
Leadership Academy
East Midlands

The Power of Three – Triumvirate Programme!

A Leadership, change and project management development programme to help future proof primary care

What is the Power of Three - Triumvirate Programme?

The Power of Three - Triumvirate Programme [Programme] is unique in that it brought together **three different roles within an organisation.**

Today the Programme welcomes ANY THREE ROLES who work in ANY PRIMARY CARE ENVIRONMENT. By attending this Programme as **Your Power Three**, you will **develop into effective leaders of change** to meet the challenges of the NHS Long Term Plan whilst initiating a **change project of choice.**

What type of change project should we be choosing?

Your Power Three has total control over what change project to work on during the duration of the programme and beyond. Examples of projects could involve:

Primary Care Network (PCN) development	Reducing bureaucracy and administration
Patient pathway redesign across a PCN	Service design/development/patient pathways
Population health management	Workforce planning and redesign
Training Hub development	Tackling recruitment and retention issues
Establishing system-wide influence and power	Improving communication and engagement
Stakeholder mapping and engagement	GP practices mergers, or working differently
Easier access to services/appointments	Achieving economies of scale
Improving care for patient conditions	Designing and evaluating a Link Worker Service

Change project ideas are limitless – There is so much to achieve as Your Power Three!

There is so much opportunity since the launch of the NHS Long Term Plan – Projects can be a small change initiative or a whole system change!

How does the Programme run?

The Programme is delivered through **six facilitated workshops with Action Learning Sets/Sharing best practice.** A summary of the workshops are as follows:

Day 1: - Introductions to Each Other and Workshops. - Getting to Know Self and Working with Others. - Everything Workplace DiSC and Belbin Team Roles Profiling. - Group Learning Agreements. - Action Learning Sets.	**Day 4:** - Sharing Learning - Since Day 3. - Influencing, Motivating and Relationship Building (using Everything DiSC). - Winning Teams (Using Belbin). - Talent Management and Workforce Planning. - Action Learning Sets.
Day 2: - Sharing Learning - Since Day 1. - Project Team Formation and Project Plans. - Group Learning Agreements. - Exploring Leadership Theory and Practice. - You and the NHS Healthcare Leadership Model: Self-Assessment and Feedback. - Action Learning Sets.	**Day 5:** - Sharing Learning - Since Day 4. - Continuing with Talent Management and Workforce Planning. - Having Great Conversations. - Increasing Your Confidence and Resilience in Presenting Yourself. - Action Learning Sets.
Day 3: - Sharing Learning - Since Day 2. - Project Plans Presentation and Feedback. - Introducing Culture and Change. - Thinking Differently Tools. - Everything Workplace DiSC: Understanding Self and Others. - Action Learning Sets. - Sharing Best Practice.	**Day 6:** - Project Presentations. - Sustain, Scale and Spread your Learning. - Planning Your Next Change Project. - Exploring Your Next Change Challenge Possibilities. - Project Celebrations with Cohorts 2, 3 & 4 – ***Networking to share projects and learning.*** - Feedback and Reflections.

What does the Programme achieve for programme participants?

The Programme is designed to support **Your Power Three** to become **effective change agents** and **effective leaders. Evidence-based** and **practical tools and techniques** will provide insight about you as a leader and each other, building **improved relationships, culture and organisational effectiveness.** The ultimate return on investment, is not only developing individual leadership and change agent skills and competencies but supporting a change project that could help transform one area of your primary care environment.

How many can be involved in the Programme?

Ideally, between five to eight, **Power of Three** per cohort! A big component of the programme is **networking** with other East Midland primary care colleagues and **learning from best practice.**

Is there a cost to participates in the Programme?

No, the Programme is fully funded by the NHS East Midlands Leadership Academy.

What are the dates and venue of the Programme?

PLACES STILL AVAILABLE FOR COHORT 4!

YOUR POWER 3 ATTENDS ALL THE COHORT 4 DATES!

Cohort	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6
Cohort 3 – NOW FULL	8.11.19	11.12.19	24.1.20	28.02.20	27.03.20	**5.06.20**
Cohort 4	15.01.20	6.02.20	12.03.20	23.04.20	14.05.20	**5.06.20**

Programme venue: Trent Vineyard, Easter Park, Lenton Lane, Nottingham NG7 2PX.

Do we need to attend the 6 days of the Programme?

Yes, but there are occasions where we accept apologies, for example for not attending 1 day due to pre booked holidays and unforeseen/unexpected events. There is also project work outside the workshops – this time is agreed and scheduled with Your Power Three.

How well has the Programme been evaluated?

"Really enjoying this training and find it extremely useful to general practice. I would highly recommend this programme to other colleagues working in primary care"

"I have particularly enjoyed learning more about people's personalities and how to adapt my management style to get the best out of my staff."

"Allows us to gain a structured approach to implement change using positive techniques…as well as identify barriers and ways to overcome difficulties."

How do we register for a place on 4 of the Programme?

Please email eastmidlands@leadershipacademy.nhs.uk - **FAO** Lucy Titterton with your interest in the Programme and the three names, their email addresses and the roles of **Your Power Three** – plus the organisation name/s **by 9 December 2019.** ***We operate a first come, first served basis. Places confirmed by 11 December 2019.***

For further information about the Programme contact:

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