

Leadership for Leaders

(CPD / ILM Certificate in Leadership & Management (Level 5))

We are so pleased that you are considering attending our **Leadership of Leaders** programme. This is just one of the leadership programmes that we currently have available to staff. As a Trust we recognise the need to develop our staff to have the leadership qualities required for high performing teams in a value based way. Leadership needs to be recognised at all levels within the Trust to support and deliver on the 4 key priorities.

All staff has a responsibility to be able to translate the organisations vision, aims, objectives and aspirations for the future of the Trust into their roles, behaviours and actions. Leadership for all needs to be recognised as a critical lever and measure for the sustainability of services and a driver for ensuring the organisation is a provider and employer of choice. Enabling staff to be empowered and take ownership to be and make the changes required through innovation and a collective leadership cultural shift.

Who is this qualification for?

This programme is aimed at aspiring to and middle managers with a responsibility for large complex teams, a variety of teams / services. The programme explores leadership with organisational context and the challenges this poses in an ever changing environment. The programme supports the development of skills in strategic planning, change and business process design alongside core leadership abilities such as inspiring colleagues and delivering results. This programme replaces the previous Level 5 programme and Clinical Leadership level 6/7, following the Kings Fund ethos; multidisciplinary leadership / learning to ensure a high performing organisation and understanding, ownership and motivated staff.

What is the difference to CPD and Certificated?

Both options are delivered during the same programme with the same quality and emphasis on behaviour, values and role modelling leadership skills.

- CPD – Completion of a work place improvement project, completion of full programme including attendance in sessions on blended learning resources and full participation in the evaluation process
- Certificated – As above with additional assessment methods to attain a recognised certificate at Level 5 on Leadership & Management

What is the improvement project?

This is a project that is identified in collaboration with your manager that will make a measured impact within your teams or across the service within which you work. You will be required to create a full project plan, which demonstrates the reason for change, the impact, measures and evaluation. This will be shared with the wider group during a presentation and will also form part of the evaluation of your learning linked to the programme and your identified learning objectives

What are the benefits to me?

This programme has been designed with the development needs of the individual and organisation at the heart; to improve quality care with compassion for our patients. This is a multi-disciplinary programme with an opportunity to share ideas, best practice and challenges from a wide staff group from across the entire organisation. An opportunity to network and create a leadership community that is fundamentally driving the Trust to be the best that we can be; the employer and Hospital of choice.

What does the course look like?

The course has been designed to meet the learning needs of a wide variety of learning styles. The programme will include:

- 360 feedback tool
- 4 full days of facilitated classroom workshops
- 3 x 2 hourly Action learning sets
- Tutorial Support
- Self-directed learning via the eLearning platform, reading, research, etc.
- Planning, implementation and completion of an improvement project within your work area (if certificated additional completion of assessment methods to achieve accreditation will be required)
- Full participation throughout and post programme for the evaluation and impact of learning to practice / service.

What do I do next?

If you have identified with all of these questions, please contact Emma Glynn, course administrator for an application form on 01772 528463 or at emma.glynn@lthtr.nhs.uk. This must be completed in full (as instructed) for consideration for the next intake, please note incomplete applications will be returned for further information.

If you require any further information about the course and its content please contact Nicola Sweet (ILM & Course Lead) on 01772 524340 or via email Nicola.Sweet@lthtr.nhs.uk



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