

Clinical Leadership for Integrated Care Programme

Information and Application Pack

October 2024

What is the Clinical Leadership for Integrated Care Programme?

The Clinical Leadership for Integrated Care programme aims to develop clinical leaders with a greater awareness of themselves, their influence and the complex systems they lead in, and with the ultimate aim a pipeline of clinical leaders able to lead positive change within the developing integrated care architecture.

This highly experiential programme is open to senior clinical leaders of all professions who are involved in cross-system working as part of their role and is made up of four modules:

Module	Domains covered
The importance of awareness	<ul style="list-style-type: none"> • Awareness of self, others and systems • Content and process
Developing influence and agency	<ul style="list-style-type: none"> • Power, authority, influence and agency • Leading better meetings
Working with complex problems	<ul style="list-style-type: none"> • Complex problems in complex adaptive systems • Collaboration through dialogue
Making sense of the broader system	<ul style="list-style-type: none"> • What are systems • Making sense of my system

How is the programme delivered?

Online Workshops

This is a three-month virtual programme delivered online via Zoom. The programme consists of four half day sessions (09:00-13:00) delivered two to three weeks apart.

Programme Dates

	Module Title	Course Dates	Delivery format
1	The importance of awareness	Tue 21 January 2025, 09:00 – 13:00	Online
2	Developing influence and agency	Tue 11 February 2025, 09:00 – 13:00	Online
3	Working with complex problems	Tue 4 March 2025, 09:00 – 13:00	Online
4	Making sense of my broader system	Tue 25 March 2025, 09:00 – 13:00	Online

Who should apply?

This programme is for clinical and care professional leaders working across North East and Yorkshire. This is a multi-professional open leadership programme for leaders who are involved in leading transformation and change within their system.

Eligibility Criteria

- This programme is open to senior clinical leaders who are already involved in cross-system working as part of their current role.
- We recommend that due to the level of challenge the programme will provide, that leaders should be working at a consultant level or above, or Band 8a for nursing or AHP roles or above.
- Applicants must work for organisations within the North East and Yorkshire.

'I am in a new role and so I want to understand the impact my leadership has on others. This course has enabled me to consider personal agency and recognise the power and authority that are held in positions of leadership, including my own. I have gained a greater understanding and increased self-awareness as a consequence of the course.'

'This course has helped me to make progress towards my leadership goals. It has helped me understand the complexity of systems and to develop strategies and approaches to manage complexity and define my role more clearly as a leader.'

- Previous programme participants

Why should I apply?

- The programme is highly interactive, experiential and will promote a deep level of personal reflection and thinking.
- You will work in small groups of peers with a dedicated leadership coach.
- Simulations provide time to practice working in teams through the completion of tasks that test different leadership and followership skills.
- Video reviews provide a powerful opportunity for you to see yourselves in action with a strong focus on learning from each experience. These, coupled with feedback from your peers and coach and your own reflections will combine to develop a stronger foundation for your awareness.

Want to know more?



[Watch this short video](#) to hear from course leaders and past participants

How do I apply?

To apply, complete an online application by 5pm on 6 December 2024 using the link below:

<https://forms.office.com/e/FZQE5V05qp>

If you apply, **please hold the dates in your diary** until the outcome of the application is confirmed on 13 December 2024.

Application timeline

	Date
Applications window opens	31 October 2024
Applications window closes	6 December 2024
Participants notified of outcome of applications	13 December 2024
Programme Commences	21 January 2025

Meet the faculty (1)



Leadership Academy

North East and Yorkshire

The Staff College is a national charity that delivers a wide range of leadership development and coaching offers for senior and high potential aspiring leaders working in health and care.

The programme's highly engaging and provocative faculty brings together senior leaders with extensive experience of both leading and developing leaders from diverse professional backgrounds to deliver our leadership programmes. It includes

:

- Experienced NHS leaders with a deep understanding of the challenge and context in which healthcare must operate;
- Senior military leaders with experience of leading and influencing in complex situations as well as experience of developing future leaders and effective teams;
- Leadership coaches and academics with specialist expertise to help develop the most effective, experiential programmes.

Together, they have a rich collective expertise in the development of better leaders.



Adrian Cassar is an Executive Coach with a background in command and leadership development in the Royal Navy. He qualified in Coaching and Behavioural Change at Henley Business School and has studied behavioural psychology and decision-making with the Open University.

His Service career took him to multinational, frigate and regional Command, and he was involved developing cross-Government security and defence Policy in the Ministry of Defence. At the Defence Academy, he was closely involved with the personal development of individuals at key transitional moments in their careers, preparing them for operational and strategic-level leadership. This placed particular emphasis on developing students' communication skills and emotional intelligence.

Adrian Cassar

Adrian is involved with several coaching programmes for senior leadership and management, within the Police, education and central government. His Fellowships in the Chartered Management Institute and the Royal Society for the Arts, Economics and Commerce help to keep him abreast of change. He is qualified to Level 7 by the Chartered Management Institute in Strategic Leadership.



Meet the faculty (2)



Rachel has worked as a surgeon in the NHS for over 15 years, her focus being Colorectal and Emergency Surgery. She is a dedicated and patient-centred doctor with a partnership approach to her patient relationships. She has worked in London and the south-east, the Caribbean and Central America.

Over her career Rachel's role has included implementation of new patient pathways, improving patient experience and care. In her academic work she trains medical students and she was an Honorary Lecturer at Brighton and Sussex Medical School where she received commendations as a trainer and examiner.

Rachel has a MSc in Public Health and is passionate about the impact of organisation culture and communication skills on patient experience, patient engagement and staff wellbeing.

Rachel Fettiplace

Rachel is a Staff Wellbeing Champion and has worked in Personal Development coaching over the past 5 years. She believes that with greater awareness of our thoughts, feelings and behaviours, we can engage more effectively with our life choices and build a personal and professional life in which we feel more authentic, fulfilled and purposeful. She is committed to helping build a healthy culture at the heart of the NHS.

Her approach draws on a number of influences including creativity, traditional and modern spiritual philosophy, feminine leadership and cycle aware working.



Casey is a Coach, Mediator and Army Officer. She supports leaders and teams improve their confidence, tune into their intuition and unlock their potential. Her expertise in applied positive psychology and coaching psychology is combined with her decade of military leadership experience.

Casey commissioned as an Officer and immediately commanded troops in the UK, Canada and Kenya. Her career highlight was leading the Army basic training course and transforming civilians into confident soldiers in just 14 weeks.

She has facilitated hundreds of people in culture change and diversity & inclusion matters. She advised the Royal Marines on training women ahead of the historical opening, that now sees females serving in the organisation.

Casey Fuke

She advocates that she benefitted hugely from her own coaching journey and continues to learn and develop every day, striving to live by the mantra that failure and change is not something to avoid or be ashamed of but provides the best opportunity for learning, growth and fulfilment.

As part of her Post Graduate Diploma in Applied Positive Psychology and Coaching Psychology she was awarded a distinction in Coaching Psychology and in Wellbeing for Leaders. She is also qualified as an NLP practitioner. Casey is fully insured and accredited with the EMCC.

Have questions? Get in touch

Should you have any comments or questions regarding the programme, please contact the System Leadership team:



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