

# Clinical Leadership for Integrated Care Programme

Information and Application Pack

March 2026

# 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	<input type="checkbox"/> Awareness of self, others and systems <input type="checkbox"/> Content and process
Developing influence and agency	<input type="checkbox"/> Power, authority, influence and agency <input type="checkbox"/> Leading better meetings
Working with complex problems	<input type="checkbox"/> Complex problems in complex adaptive systems <input type="checkbox"/> Collaboration through dialogue
Making sense of the broader system	<input type="checkbox"/> What are systems <input type="checkbox"/> 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

Cohort 1	Group 1	Group 2
Module 1: The importance of awareness	3 March 2026	5 March 2026
Module 2: Developing influence and agency	17 March 2026	19 March 2026
Module 3: Working with complex problems	31 March 2026	2 April 2026
Module 4: Making sense of the broader system	28 April 2026	30 April 2026

Cohort 2	Group 1	Group 2
Module 1: The importance of awareness	12 May 2026	14 May 2026
Module 2: Developing influence and agency	2 June 2026	4 June 2026
Module 3: Working with complex problems	23 June 2026	25 June 2026
Module 4: Making sense of the broader system	07 July 2026	09 July 2026

# Is this programme right for me?

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

# How is this programme different?

- 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

# Interested...

Apply via an online application by 5pm on 30<sup>th</sup> January 2026 using the link below:

[Clinical Leadership for Integrated Care Programme - Cohort 10 – Fill in form](#)

If you submit an application, **please hold both cohort dates in your calendar** until the outcome is confirmed W/C 02 February 2026.

## Application timeline

	Date	
Applications window opens	18 December 2026	
Applications window closes	30 January 2026	
Participants notified of outcome of applications	W/C 02 February 2026	
Programme Commences	Group 1	Group 2
Cohort 1	03 March 2026	5 March 2026
Cohort 2	12 May 2026	14 May 2026

# Meet the course leaders



**David Lilley** served in the Royal Navy for 29 years; a career which included command at sea, in the air and on land-based operations. Subsequent roles included Aviation Policy and Strategic Planning in the Ministry of Defence and leading several successful major Tri-Service Transformation Programmes. His broader L&D experience includes: Officer selection; Junior Officer leadership training and, as a Staff College Faculty Member, teaching at the Defence Academy. He was appointed a Gentleman Usher to HM The Queen in 2017 and Gentleman Usher to HM The King in 2022.

Since 2011 he has worked as an Executive Coach and Leadership Consultant, working across a wide spectrum of Public and Commercial organisations. His clients have included Central and Local Government Departments, Start-up and Third-Sector Companies. NHS experience includes working with NHS Commissioning Groups, Foundation Trusts, Public Health England and NHS England and NHS Improvement and a GP Community Interest Company. He is a visiting lecturer in Clinical Leadership at City, University of London and in Defence Leadership at the Civil Service College, also based in London. He is a Fellow of the Chartered Management Institute (FCMI).



**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 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.

## 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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