Prospectus
The Leadership Development Programmes
Foreword

For the last 65 years, the NHS has been the pride of Britain, and the envy of much of the world. But we are in a new era, with new challenges: managing an ageing population with complex needs; higher public expectation; and £20bn to be made in efficiency savings. Leaders have never been under more scrutiny – but equally this time of change brings leaders a huge opportunity to build an NHS that is fit to face the challenges of tomorrow.

At the NHS Leadership Academy, we believe that developing strong, inspiring leaders - deeply connected to their patients, their teams and their communities - will build a culture of purpose, innovation and compassion at every level of the NHS. We bring together, for the first time in one body, all of the national activity to develop leadership in health and NHS funded services, so we are uniquely placed to have the real and lasting impact that's needed.

The Leadership Development Programmes are the first set of national programmes to combine successful leadership strategies from international healthcare, private sector organisations and expert academic content. These groundbreaking courses are bigger, more accessible, more rigorous and more innovative than anything we've ever created before. If you believe in our NHS, if you have a vision for a better future, if you think you have what it takes to do more – step up now. We're ready and waiting to invest in you. Help us build a brighter NHS. It might just be the best decision you ever make.

Building a Better and Brighter NHS – are you in?
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## Overview of Programmes

Better Leaders Better Care Brighter Future

What are the NHS Leadership Academy Leadership Development Programmes?
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## Programme details

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Improving compassion and the quality of patient care starts with leadership. It doesn’t matter what you do or how experienced you are. If you’ve got what it takes, we’ll invest more resource, expertise and support than ever before to help you become the best leader you can be.

Building a Better and Brighter NHS – are you in?

What are the NHS Leadership Academy Leadership Development Programmes?

The Leadership Development Programmes are the first set of national programmes to combine successful leadership strategies from international healthcare, private sector organisations and academic expert content. The difference is not just in the reach, these are available for everyone in health and NHS funded care, but in scale, quality and approach. For the first time we are taking a single, national approach to leadership development looking to support our next generation of leaders. There are five programmes, designed to develop outstanding leaders for every tier across the healthcare system.

Who are the programmes for?

With a programme for each level of leadership responsibility, the NHS Leadership Academy is providing targeted development for people from all backgrounds and experience levels who have the ambition and drive to create a more capable and compassionate healthcare system. If you are looking to develop the knowledge, skills, expertise, attitudes and behaviours to support the next steps in your personal leadership journey, then one of these programmes will be for you.

Four principles at the heart of our Programmes

Four key leadership principles run through all of our Leadership Development Programmes. They are closely aligned, and together define what high quality leadership should look like in today’s NHS.

Making person-centred co-ordinated care happen

The programmes ensure that participants and their teams understand their role in delivering and improving high quality, efficient, patient focused care. They provide a rich perspective on the needs of the patients or users that participants support directly or indirectly challenging them to explore how patients, service users, carers and families can be involved in developing joined-up services. This insight will equip participants and their colleagues to develop person-centred teams or services that creatively meet users’ changing needs.

Improving the quality of the patient experience

The programmes will explore what it means to provide a positive, respectful and compassionate care experience for service users, carers and families, as part of delivering safe and effective care. This will help participants to fully grasp their accountability in these areas – and act accordingly. This includes holding others to account and effectively challenging practices or circumstances which might compromise these priorities.

Creating a culture for quality

A vital part of leadership is creating a workplace culture that encourages staff to give their best. When staff feel valued and respected in their working environment, they are able in turn to help patients, users and carers feel valued and respected. These programmes are intended to help participants find ways to contribute to a positive, inclusive and rewarding team environment, encouraging them towards excellence.

Understanding self to improve the quality of care

Working in health or social care can evoke strong emotions; care staff may struggle to balance compassion and empathy with more disturbing emotions in response to dealing with vulnerable or suffering patients. Defining an individual’s values, behaviours and optimal working methods is essential to develop strong leaders who can engage with the complex emotional life of care-providing workplaces. In recognition of the rigorous work needed to achieve such self-knowledge, these programmes make much use of behavioural workshops.
Why study with the NHS Leadership Academy?

Why develop your leadership skills with the NHS Leadership Academy?

Learn with world-leaders in healthcare and business

We have partnered with internationally renowned academic experts – including the Open University (renowned provider of distance learning and a triple-accredited business school), Manchester Business School, the Health Services Management Centre at the University of Birmingham (who between them have been home to 33 Nobel laureates), and Hay Group (experts in leadership development and global leaders in behavioural change). Additional academic input is also provided by Harvard Business School and Erasmus School of Management.

To bring additional commercial breadth and expertise, we have worked with several significant multi-national corporations, including KPMG. With these partners we have created a series of core programmes that offer you cutting-edge thinking on leadership capability, culture change in complex organisations, and global best practice in healthcare management.

Make an immediate impact with our innovative learning techniques

It’s not just what you learn: our flagship programmes use innovative development techniques to help build your leadership capability as you study. You will work intensively with your peers in collaborative face-to-face and online environments. Our learning approach also means that you will apply your new skills immediately, making a real difference to patients, carers, staff and communities as you learn.

Gain a recognised and prestigious award

All these programmes are fully accredited, with qualifications ranging from NHS Leadership Academy awards, a Postgraduate Certificate, to a full Masters in Healthcare Leadership. All of these accreditations will be a significant boost to help you advance your career in the NHS.

Programmes to suit everyone

With programmes tailored to the needs of all experience levels and backgrounds, the NHS Leadership Academy is providing targeted development for anyone who wants to progress within the NHS and who has the drive to create a more capable and compassionate healthcare system. In addition, each programme has been designed to fit easily into your work and your life.

What to do next?

Decide which programme is right for you

The programme you choose will depend on your current role and experience levels, and future aspirations as a leader.

Check your eligibility and speak to your manager

For the full eligibility requirements of each course, go to www.leadershipacademy.nhs.uk/, and speak with your Line Manager before applying.

Complete your application

Apply online at www.leadershipacademy.nhs.uk and start building a better and brighter NHS today!
These selective programmes (excluding the Edward Jenner programme) will only run a few times a year. Put yourself forward to be nominated today and start making a difference to tomorrow’s NHS.

Apply now at www.leadershipacademy.nhs.uk

Which programme is right for you?

**Are you a key team member?** Do you want to make more of a difference in healthcare? Thinking of moving towards a leadership role? The **Edward Jenner Programme – Leadership Foundations** is an open access online learning package designed to support anyone looking to gain essential leadership skills. Designed for newly qualified clinicians, but open to all, this programme leads to an **NHS Leadership Academy award in Leadership Foundations.** *(Turn to pg 10)*

**Are you looking to move into your first recognised leadership role?** Are you keen to turn your individual success on the frontline into consistent team success? Do you want to develop leadership skills that reflect the values of the NHS, enhance your resourceful nature and convert your practical experience into excellent leadership? Then the **Mary Seacole Programme - Leading Care I** is a great place to start. The programme leads to an **NHS Leadership Academy award in Healthcare Leadership and an accredited Postgraduate Certificate.** *(Turn to pg 14)*

**Are you already a leader with experience of leading teams?** Are you ready to move up to leading larger functions or departments, more complex projects with a wider reach and/or leading people who themselves lead teams? Do you want to use your leadership skills to make a difference, challenge the status quo and find a better way of doing things? The **Elizabeth Garrett Anderson Programme – Leading Care II** will help you lead ever larger and more complex teams. The programme leads to an **NHS Leadership Academy award in Senior Healthcare Leadership and an MSc in Healthcare Leadership.** *(Turn to pg 18)*

**Are you a senior leader who has led larger functions or departments for some time?** Are you keen to take on the challenge of moving up to your organisation’s top team? Are you interested in developing leadership skills that help you influence beyond your immediate sphere and across traditional boundaries? Are you ready to make a fundamental difference to the quality of care not just in your organisation but across the healthcare system? The **Nye Bevan Programme – Leading Care III** will help you support a culture of ever improving patient care across your organisation and the wider care communities. The programme leads to an **NHS Leadership Academy award in Executive Healthcare Leadership.** *(Turn to pg 22)*

**Are you already an inspirational Executive/Board level leader with a powerful vision to transform patient care and improve our community’s experience?** Ready to make a significant and lasting difference? The **NHS Top Leaders Programme** will support your continuing development. *(Turn to pg 26)*
Better Leaders  
Better Care  
Brighter Future

We have 5 ground-breaking programmes designed to develop outstanding leaders at every tier of the healthcare system. Thousands of staff will experience the programmes in the next few years. Tens of Thousands more people will benefit from them.

We’re building a better and brighter NHS – are you in?

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For more details visit www.leadershipacademy.nhs.uk
I shall endeavour still further to prosecute this inquiry, an inquiry I trust not merely speculative, but of sufficient moment to inspire the pleasing hope of its becoming essentially beneficial to mankind.

Edward Jenner
The Edward Jenner Programme
Leadership Foundations
The Edward Jenner Programme
Leadership Foundations

Who was this programme named after?
Edward Jenner is known around the world today as the father of immunology. His ground-breaking work with the smallpox virus is a testament to the power of the individual to make a lasting difference to countless people.

Enterprising, enlightened and tenacious, his legacy to modern medicine has touched millions of lives and secured his place in global history: thanks to his efforts, smallpox was eradicated in 1979, and his work continues to pave the way for modern immunology.

Why this is a great opportunity
If you’re new to the NHS and you want to feel more able to deal with the daily challenges of working in healthcare, care for patients - however you contribute and whatever role you play – and inspire your team with strong leadership then the Edward Jenner Programme is for you. This programme:

• Is accessible as a free online learning and development package designed to give you confidence and competence in your role.
• Is designed by clinicians to develop leadership skills at the frontline of care, it is highly practical and patient-focused - making it a valuable resource for all staff who want to build a more compassionate NHS, across clinical or non-clinical roles.
• When used with the support of your manager, is a great tool to understand the purpose, challenges, language of the NHS, and gain a new perspective on the impact you have directly or indirectly on the patient experience.
• Will help you use your own experiences as part of your learning process, self-assessment in key leadership areas and continuing professional development.
• Is a flexible resource that allows you to learn in your own time, at your own pace.
• Is one of a suite of progressive leadership programmes that will help you progress your career up the NHS.

Your journey

• Allows you to learn in the way that best suits you due to our intuitive and engaging multi-media programme.
• Allows you to go as deep as you need, with Optional Activities that help you develop your leadership skills deeper, the more you invest, the more you can develop leadership skills that will help you throughout your career.

Go to www.leadershipacademy.nhs.uk

40 mins per session (21 sessions)
Choose and complete any Optional Activities

Complete the programme and receive an NHS Leadership Academy award in Leadership Foundations
To get started on the Edward Jenner programme please go to www.leadershipacademy.nhs.uk.

To receive an award in the foundations of leadership you must complete all of the 21 sessions.
The grateful words and smile which rewarded me for binding up a wound or giving a cooling drink was a pleasure worth risking life for at any time.

Mary Seacole
The Mary Seacole Programme
Leading Care I

Who was this programme named after?
Mary Seacole was a Jamaican woman who battled discrimination to become a pioneer of modern nursing: loving, determined, and resourceful, she worked tirelessly to bring practical, compassionate care to frontline troops during the Crimean War and around the world.

Taught to care for wounded soldiers from childhood, but without any formal training, ‘Mother Seacole’ pushed the frontiers of emergency care: skilfully caring for soldiers during the deadliest outbreaks of cholera and under open fire. The cramped and dirty conditions of the trenches led her to establish the ‘British Hotel’, giving much needed respite to sick and wounded troops.

Her work is a lasting reminder that healthcare means much more than treatment and cure - and that the individuals in the frontline of care have a powerful legacy to leave. She remains an enduring symbol of the welcoming spirit, selflessness and dedication upon which our NHS was founded.

Why this is a great opportunity
If you’re looking to move into your first recognised leadership or team management role, or have recently done so, and you want to do more to champion compassionate patient care, then this programme is for you. This programme:

- Will transform your natural empathy and resilience into an inspiring, practical and resourceful leadership style – and make you a prime candidate for your first recognised leadership role.
- Will offer you the skills, knowledge attitudes and belief needed to be a great leader, including inspiring others, making informed decisions and focusing even more on the patients, service users, carers and families you support, while learning how to make the NHS values even more central to your daily role and working environment.
- Has been created by internationally renowned business and academic experts: The Open University (renowned provider of distance learning and world class triple-accredited business school) and Hay Group (global experts in leadership development).

- Is a fully accredited programme leading to an NHS Leadership Academy Award in Healthcare Leadership and a Postgraduate Certificate – boosting your career prospects in areas across the healthcare system.
- Has a strong practical focus which means you can apply your new skills immediately, making a difference for your colleagues as you learn.
- Involves a combination of face-to-face and online learning to fit around your schedule.
- Involves you being guided by a personal tutor who as well as being a subject expert, is also a specialist in supporting learners to combine learning with busy lives.
- Is one of a suite of progressive leadership programmes that will help you progress your career up the NHS.
- Upon successful completion, will allow you to gain credits to exempt yourself of the first 7 months of the Elizabeth Garrett Anderson Programme – Leading Care II, leading to an MSc in Healthcare Leadership.
- Has full funding available for many participants. All places will need employer support to attend. See FAQs for further information.

Your journey

Talk to your manager and get their support
Register at www.leadershipacademy.nhs.uk
Check your eligibility, go to www.leadershipacademy.nhs.uk

12 month programme
Once Accepted – Start September 2013

10-12 hours a week
Achieve an NHS Leadership Academy award in Healthcare Leadership and a Postgraduate Certificate in Healthcare Leadership
Programme details
There are nine study units covering a range of current leadership and healthcare topics. They include:

**Unit 1:** Explore what leadership and quality of care mean for you and the service you work in, taking different perspectives about the nature of leadership.

**Unit 2:** Identify different ways of gathering information about the kinds of experiences patients have and how to use different kinds of evidence to make robust decisions.

**Unit 3:** Look at service organisation and flow, and consider how the whole process can be made more effective.

**Unit 4:** Build an understanding of various stakeholders and agencies that your team or service is accountable to and what requirements and standards must be met, and how to manage and improve performance in healthcare, including effective use of feedback and staff appraisals.

**Unit 5:** Think about the social and emotional aspects of providing healthcare and use this understanding to consider your own team’s function.

**Unit 6:** Understanding how to bring about change in your context by defining a manageable improvement or innovation in the quality of care, drawing on your insights and concepts from the programme.

**Unit 7:** Enhance your understanding of leading and working with change in a complex stakeholder environment.

**Unit 8:** Review tools and methods for evaluating improvement and innovation projects, including reflecting on your own efforts to enhance care quality.

**Unit 9:** Crystallize your learning about improving your service and your role as a leader.

The programme contains a range of practical assignments, learning from others, and participative events in your region. A tutor will support you personally, and you will have support from healthcare colleagues by working in a small group.

To register for the Mary Seacole programme please go to www.leadershipacademy.nhs.uk.
When I felt rather overcome with my father’s opposition, I said as firmly as I could, that I must have this or something else, that I could not live without some real work.

*Elizabeth Garrett Anderson*
The Elizabeth Garrett Anderson Programme
Leading Care II
Who was this programme named after?
Elizabeth Garrett Anderson was the first British woman to become a doctor, surgeon, mayor and magistrate: tenacious, challenging and resolute, she was an unstoppable force for women’s rights and championed women’s healthcare, founding the New Hospital for Women and the London School of Medicine for Women. She raised herself up through self-learning long after her formal education ended, breaking down barriers with her vision for a more inclusive, compassionate and capable health service.

Elizabeth Garrett Anderson is an inspirational example of leaders in our healthcare system driven to improve the care of all our communities, and to create a leadership representative of the communities we serve.

Why this is a great opportunity
If you’re a dynamic mid-level leader, determined to challenge the status quo and have wider impact by leading a culture of compassion at a senior level of the NHS, then this programme is for you. The programme is especially suitable for those whose next role will be leading people who themselves lead teams, or whose next project will be broader in scope and complexity. This programme:

• Helps you progress in the NHS by immersing you in innovative and intensive leadership development.
• Improves your personal impact – helping you drive progress with your team and organisation to build a culture of patient-focused care.
• Builds your capability with the latest thinking and learning from world-class healthcare experts - preparing you for the demands of senior leadership in the NHS today and for many years to come.
• Helps you make an immediate and tangible difference to your workplace: using facilitated action learning sessions to develop practical innovations for immediate use.
• Helps you build a powerful regional and national support network within the Healthcare system who are all driving to achieve real change for patients.
• Applies cutting-edge learning methods that shape around you – blending a flexible state-of-the-art virtual campus with face-to-face development.
• Is fully supported every step of the way, with a high level of support from your tutor, your learning set and online, through the user-friendly virtual campus.
• Gives you access to global experts in healthcare and business, helping you understand best practice from outside the NHS.
• Is one of a suite of progressive leadership programmes that will help you progress your career up the NHS.
• Is fully accredited leading to an NHS Leadership Academy Award in Senior Healthcare Leadership and a Masters in Healthcare Leadership.
• Has been created by the internationally renowned Manchester Business School and the Health Services Management Centre at the University of Birmingham, who between them have been home to 33 Nobel laureates.
• Is co-created with National Voices to ensure a focus on patient feedback to challenge and improve our delivery to those we serve.
• Has full funding available for many participants. All places will need employer support to attend. See FAQs for further information

Your journey
Check your eligibility, go to www.leadershipacademy.nhs.uk
Talk to your manager and get their support
Register at www.leadershipacademy.nhs.uk
24 months Once accepted - Start October 2013

Tutor-supported online, face-to-face, residential and Action Learning
NHS Leadership Academy award in Senior Healthcare Leadership and an MSc in Healthcare Leadership
Programme details
The programme structure is based around seven learning outcomes that will improve care quality and the patient experience. We focus on leadership impact at three levels: individual, team and organisation. There are eight modules:

**Module 1:** Focuses on self - working with you to critically evaluate your current leadership practice and examining how this affects the quality of care for a diverse range of patients.

**Module 2:** Focuses on teams - working with you to develop a clear understanding of your team; focusing on effective team working.

**Module 3:** Focuses on the organisation – helping you understand the broader context for your services, align organisational values and identify how you can improve the quality of care and patient experience.

**Module 4:** Building on from Module 3 - focuses strategically on decision-making to ensure quality, efficiency and effectiveness e.g reducing waste and duplication; and increasing shared resources across system boundaries.

**Module 5:** Builds on Module 2 - working with your team leaders to build team efficacy and personal accountability; creating an engaging learning culture; developing openness and resilience, and helping them do the same with their teams.

**Module 6:** Builds on Module 1 – further evaluating how your leadership practices affect patient care through an intense focus on your leadership behaviours and their congruence with patient, staff and organisational needs.

**Module 7:** Preparing you for your healthcare leadership case study: learning how to collect and analyse information through different theoretical lenses, and how these lenses affect your wider world-view and subsequent actions as a leader.

**Module 8:** Completing your healthcare leadership case study where you critically evaluate how care, diverse patient experience and involvement has improved as a result of your learning and actions.

To register for the Elizabeth Garrett Anderson programme please go to [www.leadershipacademy.nhs.uk](http://www.leadershipacademy.nhs.uk).
We now have the moral leadership of the world and before many years we shall have people…. learning from us in the twentieth century as they learned from us in the seventeenth century.

Nye Bevan
The Nye Bevan Programme
Leading Care III

Who was this programme named after?
Nye Bevan was a visionary, an idealist and a champion of social justice. He saw a future that provided free medical care to everyone at their point of need - and he had the drive and courage to make it a reality with the creation of the NHS in 1948. The son of a coal miner, he rose through the ranks of the Labour Party to become Health Minister in post-war Britain -- a time he saw as a chance to build a 'new society' that would care for its most vulnerable people.

Using his passion and influence, he fought opponents on all sides to bring his vision to life. His dedication to social equality left a lasting legacy for our nation that is - to this day - the world's largest and most sophisticated national healthcare system.

Why this is a great opportunity
If you're a courageous senior leader looking to move into an Executive leadership role and drive change through the very highest levels of the healthcare system, this programme is for you. This intensive programme:

• Gives you the skills, knowledge, attitudes and belief you need to perform at Executive Team and Board level - powerfully leading transformational change at a regional, national, and organisational level.

• Helps you understand the NHS from a system-wide, national and global perspective: expanding horizons and challenging inherited wisdom to improve outcomes and care for patients.

• Arms you with ideas and tools to raise the bar for patients and tackle complex real-life problems with fresh thinking. Working with high-calibre peers from across the NHS you will use your diverse experiences to solve difficult NHS problems.

• Gives you access to global experts in healthcare and business, helping you understand best practice and how to forge third party relationships vital to yourself, your organisation and the future of the Healthcare System as a whole.

• Reinvigorates you with cutting-edge thinking on leadership, culture and system-wide change from the internationally renowned Manchester Business School and University of Birmingham, who between them have been home to 33 Nobel laureates. Additional academic expertise will also be provided by Harvard Business School and the Erasmus School of Management.

• Helps you make an immediate personal and organisational impact: using action learning sessions you will work to deliver practical innovations straight into your workplace to improve experiences for patients and communities.

• Is co-created with National Voices to ensure a focus on patient feedback to challenge and improve our delivery to those we serve.

• Is organised around you, using a flexible self-managed learning approach, you will work in a collaborative face-to-face and online environment.

• Helps you build a powerful support network within the Healthcare system who are all driving to achieve real change for patients.

• Is one of a suite of progressive leadership programmes that will help you progress your career up the NHS.

• Leads to an NHS Leadership Academy Award in Executive Healthcare Leadership.

• Has full funding available for many participants. All places will need employer support to attend. See FAQs for further information.

Your journey
• Check your eligibility, go to www.leadershipacademy.nhs.uk

• Talk to your manager and get their support

• Register at www.leadershipacademy.nhs.uk

• 8 hours a week

• Self-Managed & peer assessed

• NHS Leadership Academy Award in Executive Leadership

• 12 months

Once accepted - Start October 2013

• For all colleagues aspiring to executive roles

• Attributes

Online Learning
Residential Learning
Group Learning
Global Partner Input
Flexible Programme, based on 5 core components

Applications Online
Programme details

The Nye Bevan Programme – Leading Care III is flexible by design but there will be focus on five core components to the programme:

**Knowing yourself and looking after yourself and others:** defining your style as a leader and performing effectively for your teams and patients e.g. Leadership styles & repertoire; effective engagement: soliciting, receiving & using feedback; creating a climate of learning & enabling people to speak out.

**Leading change:** creating momentum, changing behaviours and transforming culture e.g. Values & behaviour change; managing conflict; co-production.

**Broadening horizons:** Understanding the NHS from a future, commercial, and global perspective e.g. Horizon scanning for a better NHS in 2015, 2020, 2025; International good practice in Healthcare; Lessons from the commercial sector.

**Making the case for change:** Patient testimony, understanding the data and designing for change e.g. Feedback from service users; data-analysis; frameworks for effective decision making & priority setting.

**Influencing upwards and outwards:** Challenging authority, empowering you as a leader and creating impact through third parties; Understanding self to improve care quality and improving services e.g. Understanding sources of power and control; speaking out/challenging authority; working with national and local politics.

The programme will employ peer review and self-managed learning approaches to equip you with the precise skills and confidence you need to navigate the most demanding roles in our healthcare system. You will pass or fail based on your peers’ assessment of your work and Learning Portfolio. See [http://www.leadershipacademy.nhs.uk/](http://www.leadershipacademy.nhs.uk/) for further programme details.

To register for the Nye Bevan programme please go to [www.leadershipacademy.nhs.uk](http://www.leadershipacademy.nhs.uk).
Great leaders in health and care aren’t the people who make a lot of noise. They are the people who work alongside patients, service users, carers and families to improve care. They are the people who put service users at the heart of everything they do. They are the people who make coordinated care happen. Everyone in health and care could be a great leader. You could be a great leader.

Jules Acton - Director of Engagement & Membership, National Voices
The Top Leaders Programme
The Top Leaders Programme

Why this is a great opportunity
Are you an inspirational Executive/Board level leader with the drive to be a powerful catalyst for change? Ready to instil compassion and ‘can do’ attitudes all the way through the healthcare system? Need some time to refresh your perspective and reconnect with your role? The Top Leaders Programme is for you. This programme:

• Is designed to refocus and refresh our most senior leaders with a challenging, creative and completely bespoke Leadership experience.
• Gives you valuable time to reconnect with yourself, your role, the wider NHS leadership community and colleagues in the private and third sector.
• Challenges you to break old habits and review past assumptions with a constantly updated programme of cutting edge thinking, global expertise and leadership techniques.
• Allows you to gain essential perspective on the NHS, its duty to patients, and the wider commercial context to ensure the healthcare system as a whole is centred around needs not tick boxes.
• Is one of a suite of progressive leadership programmes that will help you progress your career up the NHS.
• Is focused on creating an NHS that is ‘spoilt for choice’ with outstanding leaders making the most of great opportunities to drive the change towards a culture of patient-centred care, compassion and collaboration.

In addition to your personal development, the Top Leaders Programme will open up opportunities for you to ‘pay it forward’; by supporting new colleagues, emerging leaders and helping to develop the potential of more junior staff members – as a mentor, expert, contributor and coach - as we work towards a bigger, more diverse pool of future leaders.

Your journey
1. Check your eligibility, go to www.leadershipacademy.nhs.uk
2. Talk to your employer and get their support
3. Register at www.leadershipacademy.nhs.uk
4. Once accepted onto the programme, complete the online Hay Diagnostic 360 tool
5. Meet for detailed face-to-face feedback
6. Explore the options and select with complete flexibility according to your needs
7. Choose from Core Programme/Master classes/Workshops/Executive Coaching - in whichever combination suits you
8. Continue to use as and when you like through the course of your leadership
To register for the Top Leaders programme please go to www.leadershipacademy.nhs.uk.

Programme details
NHS Academy Top Leaders recognises your career achievements and rewards them with a motivational programme of personal and organisational development.

On joining the Top Leaders programme, you will complete an online Diagnostic, following which we can help shape your individual leadership development plan. We’ll help you construct a flexible programme of targeted mentoring and coaching, master-classes, workshops and Action-Learning groups.
The range of programmes reflected in this prospectus illustrates the commitment to ensure leadership development and talent management in the NHS is ambitious and rigorous with the focus on improving the quality of care received by patients. The multi-professional nature of these programmes will help to reduce the tribal behaviour that can lead to unsafe services and also provide a significant opportunity for people to learn from as diverse a range of talent as possible.

Karen Middleton CBE, NHS England, Chief Allied Health Professions Officer

The challenges that lie ahead of all of us in maintaining and improving the offer we give to patients and communities mean there hasn’t been a more important moment to invest in leadership for a generation. It’s all too easy to forget the need to invest and develop leaders when dealing with the day job is so all consuming, but we must set aside the time to develop and strengthen our leaders if we’re going to meet the significant challenges ahead.

David Flory, NHS Trust Development Authority, Chief Executive

The NHS needs first class leadership, now more than ever. No matter what their background, every NHS leader needs to able to inspire, engage and listen to the service, its staff and its patients.

The Leadership Academy brings together the best of NHS training and development for current and future leaders, equipping them with the right skills for the challenges they face now and going forward.

Mike Farrar, NHS Confederation, Chief Executive
Developing people for health and healthcare is what HEE is for… that includes ensuring our leaders, as well as all other staff, have the right values and behaviours as well as the right skills… which is why we are delighted to support the Leadership Academy in its Leadership Development Programmes

Ian Cumming, Health Education England, Chief Executive

"We support the aim of promoting excellence and good practice by developing good, strong leaders. Leadership is crucial for creating a culture where quality and safety are paramount. The academy’s leadership development programmes are a timely introduction, as we will inspect how well hospitals are led and how this drives quality"

David Behan, Care Quality Commission, Chief Executive
I believe this programme will help me to build self-confidence and wisdom and teach me the essential skills and techniques in order to look at challenges from a different perspective.

*Student on the Mary Seacole Programme*

I am passionate about delivering high quality healthcare through excellent, modern, caring, aspirational and effective leadership.

*Student on the Elizabeth Garrett Anderson Programme*

I believe the Nye Bevan course would be the springboard I require to achieve my ambition and use my skills most effectively in the management of staff and the best care for patients within the NHS.

*Student on the Nye Bevan Programme*
Better Leaders
Better Care
Brighter Future

Building a Better and Brighter NHS – are you in?
Please note that all our programmes are continually refined and updated to ensure they remain current and relevant.

For the latest details or to register please contact:

@NHSLeadership
www.leadershipacademy.nhs.uk