

Health Education North West

Health Education North West – Medical Leadership training opportunities at all levels.

Updated November 2014

Orgainisation	Name of Course	Who is it for?	Cost	Description	Assessed course	Web Address	Email	Phone
NHS Staff College	Senior Leadership Course	Consultant or above (Medical Director) GP (lead practice partner, CCG member) Matron or Senior Nurse (B8 or above) General or Divisional Manager (B8 or above) AHP (B9 or above) Additionally Staff College would expect applicants to demonstrate Previous experience in leadership environments—perhaps in informal capacity Experience of organisational change	Please contact to discuss	Senior Leadership programmes are grounded and intense 4 day workshops that look at 3 key areas: Module 1: Self Awareness, Module 2: Self-Management, Module 3: leading teams. All three modules are lead by a mix of established leaders within the NHS and the Armed Forces who make up 'The Faculty'. Over the duration of each module, delegates are asked to undertake various tasks and team activities under scrutiny, they are then questioned around their rationale and behaviours and are scored accordingly.	No	http://ww w.staffcolle ge.org/	info@staffc ollege.org	020 3447 7595
KCL Medical Leaders Programmes	Clinical Directors	This programme is designed for existing clinical directors and lead clinicians, as well as those who are about to step into these roles or who are considering them. The majority of participants are doctors.	£2,250 plus VAT. We offer a bursary scheme for all of our leadership development programmes.	This programme will help you to manage your workload and balance the tensions between your strategic and clinical responsibilities. It will also enable you to: • understand the current health policy and macro-economic context • lead complex change processes and manage complex organisations and systems • negotiate with senior managers • work across disciplines and lead multi-disciplinary teams • manage your clinical peers and deal with under-performing doctors • manage conflict. You will develop your political skills, capacity to influence others and ability to motivate people and work with resistance.	No	http://ww w.kingsfun d.org.uk/le adership/m edical- leadership/ clinical- directors	leadership @kingsfund .org.uk	020 7307 2662
	Emerging Clinical Leaders	This programme is suitable for clinicians from all professional backgrounds, including: specialist trainee doctors and junior consultants senior and lead allied health professionals senior nurses and ward managers clinicians in local authorities clinicians in the private sector.	£1,950 + VAT. We offer a bursary scheme for all of our leadership development programmes.	This programme draws on experiential methods and a range of tools and models. It provides opportunities to develop your leadership skills within a multi-professional community. The programme focuses on three main themes: You as a leader • The programme begins by considering the impact your leadership style has on others, exploring your self-efficacy and resilience. You in relation to others • We will explore how you form relationships at an interpersonal level, the effect this has on patient care and how you can draw on the contribution of others to the team and service. You in the system • Drawing on our Time To Think Differently programme We help you to consider the future health and social care system and the challenge this presents to you as a leader. This will include thinking differently about how patients are cared for, the environments in which care will be delivered and the impact of the increasing involvement of the patient.	No	http://ww w.kingsfun d.org.uk/le adership/e merging- leaders	leadership @kingsfund .org.uk	020 7307 2662
	Leadership for GPs	This programme is designed for GPs who aspire to take on leadership and commissioning roles in the future, as well as those who are already in these roles	£2,500 + VAT. We offer a bursary scheme for all of our leadership development programmes.	This programme will help you to develop: • insight into your own leadership style and strengths and those of others • tools and techniques you can use to plan and develop as a leader • skills in influencing, managing conflict, and communicating with impact • knowledge of the system in which you practice • a network of colleagues across the country. The programme will enable you to understand the wider system as well as to hone your leadership skills, so that you are able to work confidently with others to deliver better outcomes for patients and to lead sustainable and effective services.	No	http://ww w.kingsfun d.org.uk/le adership/m edical- leadership/ leadership- gps	leadership @kingsfund .org.uk	020 7307 2662
	Leadership for Consultants	This programme is for new or established medical consultants and those considering a clinical director role in the future.	£2,400 + VAT. We offer a bursary scheme for all of our leadership development programmes.	Throughout the programme you will be introduced to a range of leadership theories, techniques and behaviours that will stretch and challenge your current leadership practice and you will be introduced to parts of the system that are unfamiliar to you. You will undertake organisational raids and network with colleagues on the GP programme to share common challenges and learn from the diverse experiences of leadership in primary care.	No	http://ww w.kingsfun d.org.uk/le adership/m edical- leadership/ leadership- consultants	leadership @kingsfund .org.uk	020 7307 2662
	Senior Clinical Leaders	The programme is designed for medical directors and nursing directors	£5,795 + VAT. We offer a bursary scheme for all of our leadership development programmes.	The programme offers experiential learning, structured around four key elements. Expert insight and challenge • You will engage with medical directors at regional and national level, chief executives, other board-level professionals, politicians and policy specialists from The King's Fund. Reflection • There will be a blend of activities to assess your own leadership style, strengths and development needs. This will enhance your ability to give and receive formative feedback. Critical knowledge • You will develop your understanding of key areas, including corporate governance, legal responsibilities and accountability as a board member, and improving quality. Problem-solving • You will use a range of problem-solving activities, including replicating live situations, group debate and discussion, as well as looking at comparative roles in politics and complex private sector industries.	No	http://ww w.kingsfun d.org.uk/le adership/m edical- leadership/ senior- clinical- leaders	leadership @kingsfund .org.uk	020 7307 2662
Faculty of Medical Leadership and Management	National Medical Director's Clinical Fellow Scheme	Applicants must have a primary medical qualification, full GMC registration and have completed their foundation training before the commencement of the scheme in September and still be in training. Successful applicants will be seconded from their current NHS trust to take part in the scheme.		The Clinical Fellow Scheme incorporates a wide variety of projects and placements, ranging from international public health initiatives to local quality improvement projects. The scheme is also notable for its emphasis on experiential learning – 'learning by doing' – a feature that has prompted a great deal of positive feedback from both participants and host organisations.	No	https://ww w.fmlm.ac. uk/about- us/who- we- are/govern ance/medic al-student- council- committee	enquiries@ fmlm.ac.uk	0203 075 1471



Health Education North West – Medical Leadership training opportunities at all levels.

NHS Leadership Academy	Edward Jenner Programme	The Edward Jenner programme is aimed at staff in all roles within healthcare. It is especially applicable to those who are newly qualified, new or returning to a role and aspiring leaders. However, it is relevant to all healthcare staff (including managers, leaders and non-professional staff) who will find it beneficial – particularly the tools, frameworks and concepts included. You are: • From any clinical or non-clinical background • Newly qualified clinician • New to/returning to a clinical role • Aspiring leader You have: • Experience of working in healthcare • A desire to improve your knowledge and skills	Free	 This accessible programme is a free online learning and development package designed to give you confidence and competence in your role. Designed by clinicians working on 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. Designed to help you use your own experiences as part of your learning process, self-assessment in key leadership areas and continuing professional development. A flexible resource: learn in your own time at your own pace. 	No	http://ww w.leadershi pacademy. nhs.uk/gro w/professio nal- leadership- programme s/edward- jenner- programme /	
	Mary Seacole Programme	The Mary Seacole programme – Leading Care I is aimed at people who are in, or are thinking of applying (within a year or so) for their first formal leadership or team management position; you might be in a clinical or non-clinical role. You will need to have the support from your line manager to be eligible to apply and be able to attend all face-to-face workshop sessions. You will need to have either: • One of the following qualifications: a bachelor's degree, masters degree, nursing or doctor qualification, professional or vocational qualification at QCF level 6, or chartered status from chartered body. You will be asked to upload a copy of your certificate with your application.	Free - require manager or sponsor support	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. • You will boost the skills 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. • This flagship programme 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). • You do not need a degree to access this programme. • It's a fully accredited programme leading to a Postgraduate Certificate in Healthcare Leadership —boosting your career prospects in the NHS. • The strong practical focus means you can apply your new skills immediately, making a difference for your colleagues as you learn. • Learning is delivered through a combination of face-to-face and online learning to fit around your schedule. • You will be guided by a personal tutor who as well as being a subject expert is a specialist in supporting learners to combine learning with busy lives. • Having successfully completed this programme you will gain credits to exempt yourself of the first 7 months of the Elizabeth Garrett Anderson — Leading Care II programme, leading to an MSc in Healthcare Leadership.	Yes	http://ww w.leadershi pacademy. nhs.uk/gro w/professio nal- leadership- programme s/mary- seacole- programme /	
	Elizabeth Garrett Anderson Programme	Although all applications will be assessed individually, in general: You are • Working in any healthcare role with either a clinical or non-clinical background • Aspiring to lead large complex projects, departments, services or systems of care that include leading other team leaders	Full funding is available in some cases, but all places will need employer sponsorship and support, see FAQs for further information.	 This intensive programme will give you the skills to drive and sustain real change – building a culture of patient-focused care at a wider departmental or functional level. It's fully accredited leading to a Masters in Healthcare Leadership and an NHS Leadership Academy award in Senior Healthcare Leadership – so you can accelerate your career prospects as you improve the NHS. You do not need a degree to access this programme. This flagship programme has been created by internationally renowned business & academic experts: KPMG, Manchester Business School and the Health Services Management Centre at the University of Birmingham. Co-created with National Voices, we have made sure that the patient experience is central to the programme. Designed to give you high-level people management skills and world-class business acumen to prepare you for the demands of senior leadership in today's NHS. Learning is shaped around you – all learning and assessment will be tailored around your work role and experiences. The strong practical focus and work-based learning lightens the workload and means you will apply your new skills immediately, making a difference to patients as you learn. Learning is delivered through a combination of face-to-face and online learning to fit around your schedule. Your personal tutor will support and guide you to make the most of the programme. 	Yes	http://ww w.leadershi pacademy. nhs.uk/gro w/professio nal- leadership- programme s/elizabeth- garrett- anderson- programme L	
	Nye Bevan Programme	You are: • From a clinical or non-clinical background • An experienced senior leader reporting to statutory accountable officer levels, a recognised senior leader at a national level, or has a system wide role. • Clearly equipped with the skills, knowledge and behaviour to lead organisations, systems or national portfolios, within or even outside the NHS.	Full funding is available in some cases, but all places will need employer sponsorship and support, see FAQs for further information.	The Nye Bevan programme – Leading Care III begins with an initial assessment based on five core themes that will be used to explore your leadership potential and practices: Knowing yourself and others Leading change Broadening horizons Evidence-based management, governance, policy and practice. The programme is flexible by design, shaped around you and needs around eight hours of your time each week. Learning focuses on personal coaching, peer-review and self-management to equip you with the skills and confidence required to navigate the most demanding roles in our healthcare system – with challenging content and methods developed by internationally renowned institutions from Manchester Business School to Harvard School of Public Health and Erasmus University Rotterdam, supported by the professional services of KPMG. • Work based project improvement based on QIPP principles • Mentoring sessions with your organisational sponsor • Dissemination of learning events Influencing upwards and outwards	No	http://ww w.leadershi pacademy. nhs.uk/gro w/professio nal- leadership- programme s/nye- bevan- programme /	



Health Education North West – Medical Leadership training opportunities at all levels.

NHS Leade Academy F Programm	ellows NHS, an NHS funded service, public health or	The programme offers a constant iteration of learning, preparation, experience, reflection and sharing. You will have access to a bespoke leadership development course that will support clinical service and directly benefit patients. Please note that the following programme outline is indicative and may be subject to change. It comprises: • Launch and programme introduction • Personal development assessment and planning • Experiential and academic learning modules • Action learning sets, including personal development planning, review of challenges and learning from the programme • Work based project improvement based on QIPP principles • Mentoring sessions with your organisational sponsor	No	http://ww w.leadershi pacademy. nhs.uk/gro w/professio nal- leadership- programme s/academy- fellows/		
Leadership change	You will hold an executive leadership role, authority in your organisation and governance responsibility is vital. Given the nature of the programme it is important that you hold an accountable role, have a large degree of strategic leadership and hold significant influence and span of control over your own work, that of your colleague and of the organisation you work in. Participants will need to have been operating in a Director level position for a minimum of two years to access the programme. If you are looking to move into an executive leadership role then please read about our Nye Bevan programme. Eligible roles within NHS organisations: Provider organisations: You will have at least two years' experience at Board level and currently be in a Chief Executive or Director role. Clinical Commissioning Groups: You will have at least two years' experience at board level, or equivalent experience and have an accountable officer role. For example Chief Clinical Officer (accountable officer role), Chief Operating Officer, Chief Financial Officer, Accountable Officer and Chief Nurse. The structure of roles within CCGs nationally is variable and complex. We recommend that you have a conversation with one of the Top Leaders team or their Local Delivery Partner to determine your eligibility for the programme. Commissioning Support Units: Participants will have two years' experience working at director level and currently working at board level as a Managing Director or Managing Director direct report. National NHS Organisations: You will need to have two years' experience working at Director level.	The National Skills Academy for Social Care, NHS Leadership Academy, Public Health England, The Leadership Centre and the Virtual Staff College are collaborating on a single national programme. Leadership for Change, is underpinned by the construct of Systems Leadership and, referencing new international research commissioned by the VSC, will offer new approaches to leadership relevant to the challenges of complexity and ambiguity faced by those leading public services today. The programme assumes you will have an existing level of complex leadership skills, and is primarily designed for people who need to be stretched, challenged and are open to thinking very differently about their leadership role. It's an opportunity for you to work in partnership to make leadership in the health system more inclusive and representative of the communities it serves. We wish to develop leaders who are more innovative and can create a climate where innovation can flourish.	No	http://lead ershipforch ange.org.uk /	info@leade rshipforcha nge.org.uk;	0115 748 4192
Intersect St Leadership Programme	partners from across health, social care,	Intersect is for leaders already in or close to executive roles across public services who face complex issues and changing landscapes. The best-equipped individuals to lead system-wide change across the sectors are currently holding senior positions within their organisation. Do you? If so, you'll want to push yourself even further; to explore your potential and ask/answer some probing and often difficult questions. You will be willing to dedicate significant time and absolute commitment to every part of the programme for one year. And you'll realise this is the challenge you've been working towards and waiting for. The NHS Leadership Academy is going to take England's 40 most impressive leaders – from across the nation and all sectors – on a transformational journey towards greater understanding, self- awareness and the confidence to deliver the change demanded by our public sector. If you have cross sector experience and influence, you could be a prime contender for Intersect – the ground-breaking new systems leadership programme from the NHS Leadership Academy and its collaborative partners.	No	http://ww w.leadershi pacademy. nhs.uk/gro w/intersect /		



Health Education North West – Medical Leadership training opportunities at all levels.

	Top Leaders Programme	You will hold an executive leadership role, authority in your organisation and governance responsibility is vital. Given the nature of the programme it is important that you hold an accountable role, have a large degree of strategic leadership and hold significant influence and span of control over your own work, that of your colleague and of the organisation you work in. Participants will need to have been operating in a Director level position for a minimum of two years to access the programme. Provider organisations: You will have at least two years' experience at Board level and currently be in a Chief Executive or Director role. Clinical Commissioning Groups: You will have at least two years' experience at board level, or equivalent experience and have an accountable officer role. For example Chief Clinical Officer (accountable officer role), Chief Operating Officer, Chief Financial Officer, Accountable Officer and Chief Nurse. The structure of roles within CCGs nationally is variable and complex. We recommend that you have a conversation with one of the Top Leaders team or their Local Delivery Partner to determine your eligibility for the programme. Commissioning Support Units: Participants will have two years' experience working at director level and currently working at board level as a Managing Director or Managing Director direct report. National NHS Organisations: You will need to have two years' experience working at Director level.		The programme assumes you will have an existing level of complex leadership skills, and is primarily designed for people who need to be stretched, challenged and are open to thinking very differently about their leadership role. It's an opportunity for you to work in partnership to make leadership in the health system more inclusive and representative of the communities it serves. We wish to develop leaders who are more innovative and can create a climate where innovation can flourish	No	http://www.leadershipacademy.nhs.uk/grow/top-leaders-programme/L		
Open University	Postgraduate Certificate in Clinical Leadership	This postgraduate certificate course is targeted at doctors and other clinicians, working both in primary care and in acute services.		This course offers development in aspects of leadership relevant to you as a clinician working on the ward or in the clinic, so that you can play a fuller role in improving health service quality and discuss performance issues and potential innovations effectively with managerial colleagues. Studying for this postgraduate certificate will deepen your understanding of service performance and clinical team-working. This qualification requires developing detailed improvement plans for the service you are working in. This postgraduate certificate course is relevant to clinicians at any stage in their post-qualification career. If you are in formal charge of a clinic or practice, you can use your studies to demonstrate and deepen your leadership competence. If you are in a more junior clinical role, you can use your certificate studies to explore leadership opportunities available to you in your current role, demonstrating knowledge and competence needed to a build your promotion case. The certificate is commenced by study of a series of short tailored distance learning courses, each requiring only 25 or 50 hours of study. When you have several of these courses, you can use them within the framework of an assessment module, which on successful completion will give you 30 credits at postgraduate level. You can then go on to study a further 30-credit postgraduate module. Successful completion of the two modules will enable you to achieve the Postgraduate Certificate in Clinical Leadership. Each CPD course can be studied and completed within 8 to 12 weeks. There are two opportunities a year to register for the assessment module.	Yes	http://ww w.open.ac. uk/postgra duate/quali fications/k0 4		+44 (0) 845 300 60 90
Edge Hill	MSc Leadership Development (Medical Leadership and Management)	Suitable for doctors.	2014-15 £5310 for 180 credits of a MSc	The programme will provide you with opportunities for in-depth self awareness, critical reflection on your own style of leadership and leadership skills and learning to be dynamic in decision-making. It will provide you with the knowledge and skills to effectively implement change and inform your practice with an evidence base. There will also be an opportunity to plan a research proposal and undertake a project utilising your leadership and change management skills in the final year of your study. In addition you are able to access optional modules from the existing postgraduate portfolio from the Faculty of Health and Social Care or from the MSc Leadership and Management Development programme (delivered by Edge Hill University's Business School). There is a close working relationship with the Business School, with the intention to maximise opportunities for accessing appropriate expertise across the University.	Yes	http://ww w.edgehill. ac.uk/study /courses/le adership- developme nt#summar y_2014	moenc@ed gehill.ac.uk	01695 657028
Lancaster University	Medical Leadership PGCert to MSc	A Postgraduate Certificate in Medical Leadership or an equivalent Postgraduate Certificate. A completed application form, a 500 word statement and recommendation from your line manager are needed. We may ask you to undertake a pre-entry assessment. We also offer accreditation of prior learning (APL) both certificated and experiential.	2014-2015 From PG Cert £2,250 to MSc £4507	For doctors at every stage of your career, develop and evidence your commitment to: - Improving patient experience and service delivery - Demonstrating caring, compassionate, authentic leadership - Developing your leadership capacity to achieve medical and organisational impact This MSc programme is designed to develop your knowledge, understanding and skills in line with the GMC's Medical Leadership Competency Framework and the new NHS HealthCare Leadership model. The course is interactive, participatory and work based requiring just six days attendance alongside online learning activities. The programme is structured to encourage personal leadership development and so can benefit doctors at every stage of their	Yes	http://ww w.lancaster .ac.uk/stud y/postgrad uate/postgr aduate- courses/me dical- leadership- msc/	cetad@lanc aster.ac.uk	+44 (0)1524 593318



Health Education North West – Medical Leadership training opportunities at all levels.

				career.Progression from a Postgraduate Certificate (60 credits) in Medical Leadership to a Postgraduate Diploma (120 credits) or an MSc (180 credits) provides a pathway to further enhance your knowledge and understanding about medical leadership. It will also develop management skills in line with GMC's "Leadership and Management for all Doctors" (2012), through a range of optional modules and work-based applied medical leadership projects. You could complete the Postgraduate Diploma and then "top up" your qualification to an MSc by completing a 60 credit work-based medical leadership project.				
Salford University	Leadership and Management for Healthcare Practice MSc/PgDip/PgCert	This practice-related, Masters course is aimed at all health care professionals including nurses, midwives, doctors, physiotherapists, radiographers and health care scientists who want to develop the knowledge, skills and qualities to be an effective health care leader.	Full-time fees per year range from £4,750 to £9,990 (£16,495 for the MBA) Part-time fees per year range from £792 to £1314 per 30 credits	This leadership and management course is designed to give you the confidence to try new and creative approaches to the workplace, deal with complex leadership situations and provide effective patient and service outcomes. If you want to implement quality improvements that are locally lead, patient-centred and clinically driven, this Masters course will help you: •Transform patient and service outcomes at a local level •Understand your organisation and become an effective leader •Explore the challenges and opportunities to influence policy that impacts on patient and service outcomes •Understand yourself as a leader and enhance your knowledge, skills and qualities •Develop the skills to manage change in complex and changing health care settings •Develop project management skills •Implement a change management project	Yes	http://ww w.salford.a c.uk/pgt- courses/lea dership- and- manageme nt-for- healthcare- practice		0161 295 5000
University of Chester	Medical Leadership and Management MBA / Postgraduate Diploma / Postgraduate Certificate	Applicants must hold a medical first degree, or hold appropriate professional qualifications and be able to demonstrate suitable background knowledge and skills. Applications are invited from: NHS staff health professionals from overseas those with related undergraduate degrees (e.g. Dietetics) or equivalent professional qualifications and background experience.		The MBA programme combines a modular approach to learning, aligned to doctors leadership road-map through their career. Combining a mix of leadership theory, an understanding of healthcare and health systems and practical management skills. From an organisational perspective participating in teaching and training by providing the work-based elements of the programme could only benefit patients, It also has the potential to break down organisational barriers and further the integration agenda. The modules run in 3 day blocks and are therefore suitable for working doctors and healthcare professionals. Assessment is entirely through coursework. This culminates in the dissertation, which is assessed through your production of two publishable scientific articles, which we will aim to develop with you to publication. If research is your interest, successful completion of the MBA will allow direct registration onto DBA study, joining our team of researchers at the Institute and the Business School.	Yes	http://ww w.chester.a c.uk/postgr aduate/me dical- leadership- and- manageme nt	postgrad@ chester.ac. uk	01244 512456