

# Intersect

## Frequently asked questions

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### The Intersect programme

The NHS can no longer expect to tackle the challenges it faces in isolation. To deliver the exceptional outcomes and outstanding care the population needs, the health service needs to work in close partnership with local government, social care, education, the third sector as well as local communities.

Intersect is ground-breaking systems leadership programme developed by the NHS Leadership Academy which is now in its third year. The year-long, pioneering programme will provide in-depth training and transformational development that leaders working across the public and third sector will need to step up to this challenge.

Through the Intersect programme, participants will develop the skills required to work across sectors, returning to the workplace equipped with the understanding, self-awareness and confidence to deliver the whole systems co-operation and change the public sector demands.

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### Who is the Intersect programme for?

The programme will recruit 36 individuals from across the country, public and third sectors.

Systems leadership is for anyone involved in public service delivery who has to balance expectations of the service within the resources available.

Intersect is for leaders already in or close to executive roles across public services who face complex issues and changing landscapes. Systems leadership is the leadership we need for our times. As a senior leader within your organisation, you're in a strong position to lead system-wide change across the sectors. If you want to push yourself even further, explore your potential and ask/answer some probing and often difficult questions, this is the programme for you.

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## Is there a cost for the programme?

The full price to each participant for a place on the Intersect programme is £9,000. A subsidised price of £4,800 will apply to applicants from NHS, public and third sectors. The NHS Leadership Academy subsidy represents exceptional value for money for what is a premiere transformational programme. This investment goes directly back into the delivery of the programme and into the system, ensuring that all participants become the best leaders they can possibly be – to ultimately make a real and improved difference.

Further limited funding support is also available on a case by case basis, which may cover the subsidised cost of part of a place (or in exceptional cases, a full place). This will allow us to select the correct mix of participants from across sectors and will also ensure that the programme runs as efficiently as possible. To apply for funding support, please click [here](#).

To apply please download and complete the funding request form and attach it to your online application by Monday 15th August 2016 All documents are available from [www.leadershipacademy.nhs.uk/programmes/intersect-systems-leadership-programme/](http://www.leadershipacademy.nhs.uk/programmes/intersect-systems-leadership-programme/)

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## When is the programme running?

The programme starts in November 2016 and will run for one year.

The programme requires a significant time commitment from participants and it is essential that all participants attend all five residential modules. The programme will require an absolute commitment to attend every part of the programme in full. Module dates are set out in the table below.

|          | Start date        | End date          |
|----------|-------------------|-------------------|
| Module 1 | 7 November 2016   | 11 November 2016  |
| Module 2 | 24 January 2017   | 27 January 2017   |
| Module 3 | 21 March 2017     | 24 March 2017     |
| Module 4 | 23 May 2017       | 26 May 2017       |
| Module 5 | 11 September 2017 | 15 September 2017 |

Locations will vary and are to be confirmed.

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## How does the application process work?

Applications for the programme open on Friday 13th May 2016 and will run until Monday 15th August 2016. Applications will be managed and submitted through an online written form, hosted on the NHS Leadership Academy website: [www.leadershipacademy.nhs.uk/programmes/intersect-systems-leadership-programme/](http://www.leadershipacademy.nhs.uk/programmes/intersect-systems-leadership-programme/)

In addition to information describing your background, professional and academic experience, you will also be asked write a personal statement, exploring your motivations to undertake the programme.

Applicants who are successful at the application form stage will be asked to attend a virtual interview. Interviews will explore what you are seeking and determine if what you are ready for fits with what the programme is offering. Applicants who are successful at interview will then be invited to join the scheme starting in November 2016.

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## How does the **Intersect** programme differ from the other programmes available?

The Intersect programme will focus on the development of the understanding, self-awareness and skills that leaders working at a systems-wide level in the delivery of public services will need to succeed. While programmes such as Elizabeth Garrett Anderson and Nye Bevan, which already form part of the Academy's programme portfolio tackle systems leadership; the Intersect programme focuses in much more depth on the specific competencies and skills which systems leadership demands.

Leaders from across the public and third sector will be brought together to learn, share ideas and reflect deeply upon their own practice before returning to the workplace to put key learnings into place.

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## Why are you running this programme now?

The debate around and demand for systems leadership in the public sector is increasing in importance. It is now recognised as a priority by those working at the highest levels, both in government and the organisations delivering public services.

Given the many challenges that social care, NHS, local government, emergency services and providers of services across the public sector are facing, systems leaders will play an essential role in developing the solutions and delivering the high quality outcomes which the country demands.

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## What difference will the programme's participants make?

Although 36 participants may seem a relatively small number, each individual will make a significant impact to the local health, social care and public services economy upon returning to the workplace. The programme's recruitment process will ensure that participants are of a high calibre, already working in positions of authority and able to make connections and deliver change at a systems-wide level.

Participants will be expected to base learnings in real projects within the workplace and demonstrate the outcomes. Learnings will also be shared to develop an understanding and capability around systems leadership in each locality.

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## The NHS Leadership Academy

The NHS Leadership Academy is part of the NHS and works for those involved in the healthcare system. Excellent leadership has a direct, positive impact on staff and their patients. Our aim is to deliver outstanding leadership, at all levels, across all health professions and beyond. At the heart of what we deliver are our professional leadership programmes, available for those aspiring to leadership roles of all levels in the health and social care sector.

We also aim to be a point of reference for excellent health and social care leadership both nationally and internationally. Work to support this thought leadership role includes the Healthcare Leadership Model which the Academy developed to describe the behaviours which contribute to outstanding leadership.

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## The Leadership for Change partnership

The Leadership for Change partnership is a new integrated approach for leaders in public services.

As a partnership, the National Skills Academy for Social Care, NHS Leadership Academy, Public Health England, The Leadership Centre and the Virtual Staff College are increasingly coming together to devise and develop national systems leadership programmes which individually and collectively aim to provide a coherent approach to system leadership development.

The first national collaborative Leadership for Change programme was developed by the Virtual Staff College in 2013 on behalf of the partnership. Further information about the programme is available from: [www.leadershipforchange.org.uk](http://www.leadershipforchange.org.uk)

The Intersect programme is led by the NHS Leadership Academy, with the third cohort running in 2016/17.

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## What current participants are saying

“My experience of the programme has evolved over the year. I was pretty sure there wasn’t much I didn’t know about myself, but I’m realising more and more with this programme that there are lots of things I didn’t know about myself. I’ve gained more confidence and belief in myself. The course I think gave me the belief and the resilience I needed to see it through and keep the team believing in itself.”

Fiona Langworthy, Head of Business Development –

South Warwickshire NHS Foundation Trust

“Probably the biggest change for me is to step out of my comfort zone and think, well if I don’t do it nobody else will, so let’s get on with it.”

Kerry Jackson, Chief Executive –

St Gemma’s Hospice

“The programme has helped me understand “me” and “my” approach and how to turn my passion into reality.”

Karl Roberts, Quality and Patient Safety Lead – North Lincolnshire and Goole NHS Foundation Trust