

# **GMTS ALS Facilitator Faculty**

## Role Specification






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### Key criteria

- An advocate of action learning as a mode of development
- Experience and understanding of other non-didactic development models (e.g. coaching, mentoring, experiential learning)
- Evidence of personal development and a clear desire to further their own learning and development
- Exemplary behaviours, consistent with the NHS constitution and values
- Has the clear support of their Trust and can commit both time and effort to the development and delivery of the programme

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"><li>• Experience of leadership development</li></ul>	<ul style="list-style-type: none"><li>• Experience of leadership development</li></ul>
Skills, Knowledge & Understanding	<ul style="list-style-type: none"><li>• Strong inter-personal skills, especially:<ul style="list-style-type: none"><li>➢ Strong listening skills</li><li>➢ Strong verbal communications skills</li></ul></li><li>• Proven ability to work successfully across a range of disciplines</li><li>• Excellent facilitation skills</li><li>• Innovative, with the ability to 'think differently' and challenge current behaviours and mind-sets</li></ul>	<ul style="list-style-type: none"><li>• A track record of involvement in delivering development following their own development programme – e.g. coaching, facilitation, training colleagues</li><li>• A good understanding of models of leadership and organisational change</li></ul>



Experience	<ul style="list-style-type: none"> <li>• An advocate of action learning as a mode of development</li> <li>• Experience of other development of other non-didactic development models (e.g. coaching, mentoring, experiential learning)</li> <li>• Experience of working with senior clinicians and managers</li> <li>• Excellent leadership and influencing skills</li> <li>• Can demonstrate professional credibility</li> <li>• Currently working within the NHS or for an organisation directly providing NHS service</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of more than one organisation, preferably from different parts of the Health Sector</li> <li>• Has managed challenge and can demonstrate how they have learned and changed behaviours as a result</li> <li>• If GMTS Alumni OR having participated in the Academy Clinical Fellowship programme or similar, e.g. Darzi Fellow, where the development included Action Learning Sets experience, then ideally need to be 3-years' post programme</li> <li>• Active participant of a facilitated or self-facilitated action learning set in the past 5 years</li> </ul>
Personal Attributes & Abilities	<ul style="list-style-type: none"> <li>• Positive role model and can enthuse others</li> <li>• Committed to the continuous development of self and others</li> <li>• Demonstrates a valuing of people and a belief in their ability to learn, grow and become outstanding contributors to the health service</li> <li>• Evidence of personal development and a clear desire to further their own learning and development: <ul style="list-style-type: none"> <li>➢ Able to learn from experience through reflexive activity</li> <li>➢ Seeks feedback to improve</li> <li>➢ Adapts to change and new challenges</li> </ul> </li> <li>• Evidence of personal insight: self-knowledge and self-awareness</li> <li>• Open, honest communicator</li> <li>• Exemplary behaviours, consistent with the NHS</li> </ul>	<ul style="list-style-type: none"> <li>• Has an understanding of the complexity of human interactions in organisations and sees multiple possibilities in every situation rather than viewing the world in simple black and white/ right or wrong terms.</li> <li>• Has a 'starting from strengths' perspective rather than working from a deficit model</li> </ul>



	<p>constitution</p> <ul style="list-style-type: none"> <li>• Commitment to improve services and the quality of patient care</li> <li>• Ability to understand impact of change on others and to help them to deal with change positively</li> <li>• Politically aware and the ability to manage conflicting view points</li> <li>• Understanding of the future challenges facing service delivery</li> <li>• Understanding of local and national health policy</li> <li>• Committed to equal opportunities, diversity and inclusion</li> <li>• Resilience to keep focused and positive for others</li> <li>• Open to new ideas &amp; change and actively promotes new ways of working</li> </ul>	
Other	<ul style="list-style-type: none"> <li>• Flexibility to travel</li> <li>• Has the clear support of their Trust and can commit both time and effort to the development and delivery of the programme</li> </ul>	