

GMTS Action Learning Set Facilitator Faculty

Personal Development Opportunity

Closing Date, 26 August 2014



GMTS ALS Facilitator Faculty

Personal Development Opportunity

Building upon the successful recruitment to the 2013 faculty, The NHS Leadership Academy is once again delighted to be able to offer this exciting, challenging and rewarding opportunity to all Academy Alumni, or other suitably qualified individuals, and would like to invite you to consider submitting an application for consideration.

If you believe that you have what it takes to commit your time, energy and experience to supporting the development of our 2014/16 GMTS trainees – by ensuring that this critical part of their growth as future leaders is based upon real experience of the NHS – then this is the opportunity for you!*

**Please read the attached Role Specification for further detailed information*

The importance of action learning in supporting trainees to develop is unquestionable. In Sets the participants develop the skills, knowledge, attitudes and ability to become effective learners and reflective practitioners. Sets also support them in becoming leaders of the future with the skills to influence effectively in ways that maintain and promote the values of the NHS.

We want to identify and develop a cadre of ALS set facilitators that is drawn from across the Academy Alumni community and beyond. A faculty that will build on the strength of the existing Action Learning element of the scheme.

Our aim is to develop a team of facilitators from the NHS – to grow skills **within** as opposed to purchase them on a consultancy basis. Our Faculty will be drawn from those that can demonstrate not only group facilitation and non-directive learning skills, but also bring useful perspectives from experience and day jobs.

In return for the commitment to being a part of this important work, successful applicants will benefit from a comprehensive programme of support and development leading to an Academy Certificate in ALS Facilitation.

The programme – how you'll work

Once selected, Faculty members will undertake, together, a 3-day development and orientation programme delivered by Academy Faculty. After this, Faculty will work in pairs. You'll lead a Learning Set of your own whilst being supported in your development by another Faculty member working as your 'buddy'. You, in turn, will be the developer working as a 'buddy' to another colleague.

There will also be regular practice supervision meetings lead by Academy Faculty to support you in your role and to help you hone your ALS skills.



Time commitments & requirements

All applicants **MUST** be able to commit the following fixed dates to their diaries before submitting an application:

- 10, 11 or 12th September 2014 (Leeds): Interviews & Selection
- 24, 25 or 26th September 2014 (London): Interviews & Selection
(Please indicate 1st and 2nd choice of dates from the 6 available)
- 13, 14 & 15th October 2014 (Leeds): 3-day Facilitator Development & Orientation Event
- 06th November 2014 (Leeds): 1st ALS Set Meeting
- 03rd December 2014 (Leeds): 1st Facilitator Peer Supervision

In addition to the above, the GMTS programme will require Faculty members to commit to a **further 27 days** of time **over 2 years** in the period November 2014 to September 2016. This is in order to ensure that the ALS required elements of the programme, and appropriate ongoing developmental support of the faculty, is fully met.

Application eligibility criteria*

**Please read the attached Role Specification for further detailed information*

The Academy is seeking to offer 13 Alumni Faculty positions in this instance. Applications will therefore be judged against the following essential criteria; that the individual has:

- Confirmed their availability for the fixed dates, as noted above
- The clear and documented support of their Trust/host organisation and can commit both the time requirement and personal effort to the development and delivery of the programme
- Experience and understanding of 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

In addition, the following highly-desirable criteria will also be considered:

- At least 3 years post-scheme experience – if applying as a GMTS Alumni
- OR having participated in the Academy Clinical Fellowship programme or similar, e.g. Darzi Fellow, where the development included Action Learning Sets
- Been an active participant of a facilitated action learning set in the past 5 years
- Been an advocate of action learning as a mode of development



Applications

All applications must be received by 23:59hrs on Tuesday 26 August 2014.

Applications will only be accepted via the NHS Leadership Academy Gateway which can be accessed via the following link:

<https://www.leadershipacademy.nhs.uk/gateway/>

In addition to completing all required fields within the Gateway application process, applicants are also required to provide the following documents, as detailed below, by uploading these to the Gateway portal:

- A brief resume of no more than 2 sides A4 in length
- A personal statement, of no more than 500 words, describing:
 - Your personal motivations for applying to become a GMTS Set Facilitator
 - Your most relevant experience and achievements in this area

Further information

Full information on this opportunity, including what our current ALS facilitators say about their experiences, the full role specification document and how to apply is available on our website at <http://www.leadershipacademy.nhs.uk/grow/action-learning-set-facilitators/>.

Should you wish to discuss any aspect of this further, or have any questions for clarity, please do not hesitate to contact the academy team.

In the first instance, all enquiries should be directed to Alice Kostrzewa at the following:

Tel: 0113 322 5680

Email: alice.kostrzewa@leadershipacademy.nhs.uk

