



ALS Facilitator Development programme

Role Specification






ALS Facilitator Faculty

Role Specification

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



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



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