



NYE
BEVAN
PROGRAMME

Nye Bevan

Participant Guide



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Introduction

The Nye Bevan programme has been specifically designed to develop senior leaders. It's been shown to accelerate individuals into executive roles, helping them perform better at board level, and help boards better meet operational challenges today and enable change for tomorrow.

Designed with national and international experts in health and organisational performance, the programme offers support and learning to build personal resilience, confidence and capabilities over 12 months.

The Nye Bevan programme has developed over 1,000 senior leaders, with nearly 40% of recent graduates reporting being in a more senior role, which 90% directly attribute to the programme.

The programme was awarded Gold for Excellence in Practice by the [European Federation of Management Development \(EFMD\)](#) in 2016, is fully accredited, leading to an NHS Leadership Academy Award in Executive Healthcare Leadership.

"The change and delivery we all face depends on our professional leaders, especially those at the most senior levels."

Gill Rooke,
Head of National Programme Delivery,
NHS Leadership Academy

Programme benefits

As a participant on the programme, you will:

- 1 Develop the skills, knowledge, attitudes and behaviours to succeed and operate successfully at executive level as part of the board
- 2 Tackle real workplace issues, reflecting what is needed at board level to promote safe, high-performing, and continuously-improving organisations. Making immediate, positive changes in your health and care organisations to provide better services, increase patient outcomes and experiences, improve staff engagement and morale
- 3 Build your personal resilience, confidence, influence and capabilities to prepare for the challenges and demands of an executive director
- 4 Focus and improve your personal impact, behaviours and challenges to improve organisational outcomes; to build and lead a culture of inclusive, patient-centred, compassionate care
- 5 Enhance your ability to influence local and national policies
- 6 Become critically aware of your personal approach to leadership - biases, blind spots, attitude to diversity - and how to continue to develop after the programme
- 7 Work more strategically with greater collaboration across large and complex programmes, departments, services and systems of care; whilst building a powerful regional and national support network of influential leaders

Who's the programme for?

The Nye Bevan programme is for senior clinical or non-clinical leaders aspiring to executive director (or equivalent) roles across the NHS, including providers, commissioning organisations, Arm's Length Bodies, national organisations, and wider health and care.

It's for you if you are:

- Aspiring to move into a board role within the next two years, or already in the first two years of your board role
- Ready and committed to further developing your skills, knowledge, attitudes and behaviours through a demanding leadership development programme with peer assessment
- Motivated by the opportunity to apply your new executive leadership approach directly to your organisations

"The Nye Bevan programme has opened my eyes to the continuous learning and development one must be committed to as a leader. You may think that upon reaching a certain level in your career, that there is no more to learn about the way you conduct yourself, or the way you manage others. This programme has shown me the complete opposite."

Louise Thompson,
Head of Communications for Nursing,
NHS Improvement

Programme overview

The Nye Bevan programme is 12 months long and you'll be working for at least 15 hours a week.

The programme offers blended learning across action learning sets, residential workshops, online and work based learning; requiring dedicated time and focus. Based on the principles of self-managed learning, it's designed to mirror some of the challenges of working at executive director level and requires you to take responsibility and accountability for the areas you choose to focus on.

To pass the Nye Bevan programme, you'll have to demonstrate your readiness to make the principles of the NHS Constitution a reality for patients, carers and staff. This means evidencing that you are ready to lead in a system and take action that actively promotes equality – that your actions, behaviour and decisions are congruent with the notion that leadership in the NHS, especially at executive levels, means patient care, staff engagement and taking responsibility for developing and engaging a diverse workforce.

The programme is fully accredited, leading to an NHS Leadership Academy Award in Executive Healthcare Leadership.

"I joined the Nye Bevan programme not really knowing what to expect. Within my trust, securing a place on the programme was widely recognised, which really made me feel the NHS valued my input and could see the worth in developing me to be a future executive leader."

Chris Oliver,
Chief Operating Officer,
Mid Cheshire Hospitals NHS Foundation Trust



Learning and commitment

The learning methods are a cutting-edge blend to keep you inspired and motivated via a flexible state-of-the-art virtual campus, residentials, face-to-face development and online tutor support.

There are three core learning methods on this programme:

- 1. Work based learning** – this takes the work you are already doing and uses it as the basis for your learning. It focuses your attention on what is practical and helps to lighten the study workload as some of the learning is within your day-to-day job.
- 2. Face-to-face learning at:**
 - **Workshops** – there are four residential behavioural development workshops during the course of the programme based at the NHS Leadership Academy in Leeds. They focus on your personal and behavioural development through face-to-face group work, experiential and simulation learning activities and social networking opportunities.
 - **Learning sets** – your learning set provides you with a forum to explore the links between individual, group and organisational dynamics to equip you with the practical skills to craft your leadership role, style and skills. Your learning set meets seven times during the programme for full day working sessions.
- 3. Online via the virtual campus** - the virtual campus is where you can find all the resources you'll need for your studies. It provides a range of different learning formats such as e-learning nuggets, simulation events, webinars, videos, psychometric assessments, surveys, electronic journals and books, tutorial and discussion boards, learning journals, social networks and more.



Programme dates

Participants are required to commit at least 15 hours a week to the programme, with 18 out of office days being required for face-to-face meetings during the one year period.

Residential	Cohort 24	Cohort 25
1	5 – 8 February 2019	11 – 14 February 2019
2	24 – 26 April 2019	8 – 10 May 2019
3	9 – 11 July 2019	17 – 19 July 2019
4	26 – 27 September 2019	3 – 4 October 2019

Residential	Cohort 26	Cohort 27
1	18 – 21 February 2019	1 - 4 April 2019
2	15 – 17 May 2019	3 - 5 June 2019
3	24 – 26 July 2019	2 - 4 September 2019
4	10 – 11 October 2019	31 October - 1 November 2019

Modules and assignments

You'll go through the programme as part of a cohort of 49 people and will work directly with a learning set of around seven people with a learning set adviser. Building your personal network is an important part of leadership, so you'll also have the chance to exchange views with people from other cohorts and alumni from previous cohorts.

Learning set members will provide each other with support and challenge as they progress through the programme. Your learning set members will also act as internal examiners, reviewing submissions and providing formative feedback.

The three elements which you'll be required to submit will be peer assessed by your learning set, reaching pass or fail judgements and ultimately deciding with the learning set adviser, which set members are recommended for the NHS Leadership Academy Award in Executive Healthcare Leadership.

Below is a breakdown of the elements which are to be submitted throughout the 12 month programme.

Element		Assessment
1	Opening statement and learning contract	4,000 word assignment
2	Evidence of meeting both personal learning goals and programme learning outcomes	8,000 word assignment
3	Closing statement	2,000 word assignment

Cost and funding options

The NHS subsidised cost for the programme is £4,500.

This applies to those who work for organisations providing NHS funded care.

If you do not provide NHS funded care and wish to discuss the cost please contact bevanprogramme.nla@hee.nhs.uk or call 0113 322 5699.

The programme cost is fully inclusive of all accommodation, tuition and access to the online virtual campus.

Self-funding

Participants are able to self-fund a place on the programme. Please be aware standard practice is to invoice for payment in full before the programme starts. We offer an opportunity to pay the full amount over two installments within one financial year.

Bursaries

The Academy's bursary scheme supports talented individuals from under-represented groups across leadership levels who, without financial help, would miss out on the opportunity to access its excellent leadership development programmes.

There are a very limited number of bursaries (covering the programme fee), which are available to those who have exhausted all other possibilities for funding and belong to groups such as:

- BAME
- People with disabilities
- LGBT+

To find out more including applying for a bursary please visit

<https://www.leadershipacademy.nhs.uk/programmes/bursary-information>

Application process

As 50% of the programme centres on work based application of your learning it's essential that your manager and organisation are aware of and support the commitments involved. Given the nature of your role and tasks it's important for you to jointly consider the feasibility of you creating the time to apply your studies to the workplace. We also recommend you agree with your manager from the outset what support they'll provide to help protect this time.

Along with your line manager, you will both need to sign a copy of the programme terms and conditions which need to be submitted.

All applications must be completed online via www.nhsx.uk

The following documents will also be required to support your application:

1. A 500 word ($\pm 10\%$) personal statement answering the following questions:
 - What is it that interests me in this programme?
 - What is my relevant experience and my aspiration to move into an executive director or equivalent role?
 - Why should I have a place on this programme and why now?
2. Signed terms and conditions (either bursary or non-bursary)

Once you've submitted your application form:

1. Applications will be reviewed for eligibility and you'll be invited to attend an assessment centre in Leeds, London or Birmingham throughout November and December 2018. Please ensure you have specified on the application form if you have a location preference. You'll only be required to attend on one day for a 45 minute interview slot.
2. As part of the interview you'll be required to give a 10 minute presentation on **"What is the unique contribution you would bring to the Nye Bevan programme?"** To encourage creative approaches to presenting, the use of PowerPoint is not allowed and you're encouraged to use other props or visual aids as appropriate.

Following your assessment interview, you'll then be notified of whether you've been successful in securing a place on the Nye Bevan programme and which cohort you've been allocated to.

Contact

To find out more please email enquiries.nla@hee.nhs.uk
or call **0113 322 5699**.



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