ALS Facilitator
Development programme
Role Specification

ACTION
LEARNING SET
FACILITATOR
PROGRAMME

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		• Experience of leadership development

Skills, Knowledge & Understanding	• Strong inter-personal skills, especially:
	  ➢ 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
		• 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	• 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	• 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	• 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:
	  ➢ 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
		• 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

	• 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	• 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	