

Spring / Summer 2022

A photograph of a group of people in a meeting. A woman with curly hair is smiling and looking towards a man on the left. They are sitting at a table with a laptop and a coffee cup. The background shows a modern office environment with large windows and glass partitions. A blue geometric graphic is in the top right corner.

**Develop your career.
Connect with peers.
Grow as a leader.**

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About the NHS Leadership Academy

The NHS Leadership Academy is part of the NHS People Directorate within NHS England and NHS Improvement. We aim to help everyone in the NHS discover their full leadership potential and achieve the highest standards in health and care.

After the most challenging time the NHS has ever faced, we know that leadership has been, and continues to be, critical to supporting our staff, patients and service users. In order to support our leaders in the next phase of recovery and beyond, we in the People Directorate are focused on delivering our People Plan commitments:

- Looking after our people
- Belonging in the NHS
- New ways of working and delivering care
- Growing for the future.

Our People Promise challenges us all to make the NHS a better place to work. Its themes and words come from colleagues who work in the NHS, who have told us what would improve their working experience.

'Our Leadership Way' is an agreement made by leaders across the NHS and care system that sets the standards on how leadership should feel and be experienced by all of us. It requires every leader, at every level across the NHS, to recognise, reflect and bring to life three core principles: compassion, curiosity and collaboration.

The NHS Leadership Academy provides support, interventions, programmes, education and learning which enable leaders to lead. This enables leaders to deliver our [NHS People Promise](#).

Which intervention is right for me?

We are here to help everyone discover their full leadership potential and achieve the highest standard in health and care. No matter where you are on your career development and leadership journey, there are many ways that you can access world-class learning, development and support.

"The past 18 months have been so challenging on so many different levels – it's great to see that the course has been adapted to be delivered via Teams. Despite being delivered virtually, the session did provoke self-reflection, which I feel is beneficial."

Participant, Mary Seacole programme.

"Commencing this back in May, wracked with guilt, at a time when I thought I was "too busy" to create space for my own self-development due to the covid-19 pandemic and current service pressures, was in fact the time I really needed to prioritise myself the most"

Participant, Mary Seacole programme.

National Leadership Development Programmes

Early career

You may be new to the NHS or considering a management role in health and care. The global pandemic could have propelled or inspired you to step up and lead. You may have been in a management or leadership role for some time and may benefit from leadership development to help you to stay motivated and inspire others. Explore what may be possible for your early career development.

Early career

Programmes	 EDWARD JENNER PROGRAMME	 MARY SEACOLE PROGRAMME	 Graduate Management Training Scheme
Who is it for?	<p>This programme is for anyone wanting to improve their teamwork and develop foundational leadership skills, or aspiring to their first leadership role within the health and care sector within the next 1 to 2 years.</p> <p>Apprenticeship options available for the Edward Jenner programme. Find out more</p>	<p>This programme is for first time leaders in healthcare. It's for those in a 'formal' position of leadership with responsibilities for people and services.</p> <p>Apprenticeship options available for the Mary Seacole programme. Find out more</p>	<p>The GMTS programme open to qualifying NHS staff wanting to fast-track into leadership roles.</p> <p>The programme is for anyone wanting to develop their leadership career in one of the 6 specialisms available, including: General Management, Finance and Human Resources.</p>
Length	Self-paced. Recommend 5 hrs of online learning a week, over 28-40 weeks.	6 Months	2 years (or 2.5 years if you choose Finance) full time. GMTS is a structured programme of work placements, postgraduate education and experiential learning.
Cost	Free to all in health and care	£995	Free to all in health and care
Entry requirements	The programme is open to all. No prior experience is needed.	Open to anyone holding a formal position of leadership, e.g. team leader or manager.	Minimum 2:2 degree or equivalent qualification. Pay protection is offered for staff up to band 6.
Find out more	leadershipacademy.nhs.uk/programmes/the-edward-jenner-programme jenner@leadershipacademy.nhs.uk	leadershipacademy.nhs.uk/programmes/mary-seacole-programme SeacoleProgramme@leadershipacademy.nhs.uk	graduates.nhs.uk

We have a range of evolving [Apprenticeships](#) – please visit our website for the latest updates and information.

Not sure? You can explore our free for all short [inspirational library here](#) to start your leadership journey.

Mid-level career

Whether you have been leading others for some time now, or considering stepping up to lead, there are leadership development opportunities for where you are in your career.

Mid career

Programmes	ROSALIND FRANKLIN PROGRAMME	ELIZABETH GARRETT ANDERSON PROGRAMME	#ProjectM
Who is it for?	Anyone leading from the middle of health and care systems, aspiring to lead large and complex programmes, departments, services, or systems of care.	Any middle to senior level leader currently responsible for other leaders and aspiring to lead large and complex programmes, departments, services or systems of care.	Mid-level managers and team leaders across health and care.
Length	9 Months	24 Months	Self-managed
Cost	£1,200	£6,000	Free
Entry requirements	Your current role involves one of the following: <ul style="list-style-type: none"> • Directly leading people who manage others, i.e. a step beyond first-line management. • Leading a project, pathway or service across a network or system. • Leading teams of professionals (even on a temporary basis) or complex projects and initiatives between different professional groups. • Managing complex programmes and projects, substantial budgets, politically sensitive and significantly impactful work. 	A UK Honours degree at 2:2 or an equivalent qualification. 3 years of relevant experience in leading teams and services.	An informal learning and development programme that includes sharing learning across social media channels and joining virtual events to allow mid-level leaders to connect, share and learn together. The offer includes access to all Leadership Academy bite-size e-learning.
Find out more	leadershipacademy.nhs.uk/programmes/rosalind-franklin-programme RosalindFranklin@leadershipacademy.nhs.uk	leadershipacademy.nhs.uk/programmes/elizabeth-garrett-anderson-programme AndersonProgramme@leadershipacademy.nhs.uk	learninghub.leadershipacademy.nhs.uk/projectm

Executive career

NHS executive leaders are navigating complex and dynamic environments. We have a range of leadership development that can help you lead well, developing inclusive and compassionate cultures, creating powerful networks of support to help deal with challenges and complexity. We need a diverse pool of talented leaders to help now and into the future. Our leadership development offers are here to prepare and support you during your executive career.



Executive career

Programmes	NYE BEVAN PROGRAMME	EXECUTIVE DIRECTOR PATHWAY	ASPIRING CHIEF EXECUTIVE PROGRAMME
Who is it for?	Senior leaders looking to move into a board level role in the next 12 to 24 months.	The Executive Director Pathway (EDP) is for those who demonstrate high potential and the interest to become an executive director on an NHS Provider Trust Board within the next 12–24 months.	The Aspiring Chief Executive programme is aimed at senior leaders aspiring to lead at chief executive level in an NHS accountable role focused on both service provision and system development within the next 12-24 months.
Length	12 Months	12–24 months	12 months
Cost	£4,500	The Executive Director Pathway is fully funded. Your organisation may incur a cost if your role needs to be backfilled while you are undertaking an experiential placement on the scheme.	Free
Entry requirements	Any senior leader at one below board level, likely to be ready to apply to a board role in the next 2 years with the ability to work on a demanding programme of development with peer assessment.	Those in very senior positions ready or preparing to lead in an executive role.	Those in a senior leadership position ready to lead at Exec level within 12-24 months.
Find out more	www.leadershipacademy.nhs.uk/programmes/nye-bevan-programme/apply-now-find-out-more BevanProgramme@leadershipacademy.nhs.uk	nhsi.talentpipeline@nhs.net	www.leadershipacademy.nhs.uk/programmes-old/aspiring-chief-executive-programme/whos-it-for

As the NHS transforms, we are evolving our networking and development opportunities, nationally and regionally.

Programmes	Senior Onboarding	CHIEF EXECUTIVE DEVELOPMENT NETWORK	CHAIR DEVELOPMENT NETWORK
Who is it for?	ICB and ICS senior leaders who are new in role.	Chief Executives and accountable officers with responsibilities across health and care.	Chairs of any organisation across health and care
What is on offer?	Curated resources for newly appointed senior leaders can be found on the senior leader onboarding website . Includes websites, articles reports, papers, videos and podcasts around areas such as: setting strategy and delivering long term transformation; leading for social justice & health equality; driving high sustainable outcomes; governance, assurance & understanding the NHS; creating a compassionate and inclusive culture; Building trusted relationships with partners & communities.	A network designed to help Chief Executives to think through, discuss and respond to new challenges with colleagues from across the country. Includes: <ul style="list-style-type: none"> • Common rooms enable peer-support for Chairs and CEOs • Transitional Coaching for newly appointed NHS CEOs • Masterclasses, seminars and workshops • Access to online resources 	A network designed to help Chairs to think through, discuss and respond to new challenges with colleagues from across the country. Includes: <ul style="list-style-type: none"> • Common rooms enable peer-support for Chairs and CEOs • Transitional Coaching for new to the NHS Chairs • Masterclasses, seminars and workshops • Access to online resources
How much does it cost?	Free	Free	Free
Find out more	senioronboarding.leadershipacademy.nhs.uk	ceo@leadershipacademy.nhs.uk www.leadershipacademy.nhs.uk/chief-exec-development	chairs@leadershipacademy.nhs.uk

Contact [Regional Leadership Academies](#) for regional networking opportunities as they evolve as we transform.

Other interventions, resources and groups

We offer a range of free to access resources, bite-size learning, short inspirational leadership clips and more, including:

Regional Academies

Our regional academies are here to support you to navigate the national and regional leadership offers to guide your career development. We have long-standing and close relationships with the organisations and systems in regions throughout the country and have strong knowledge of the local landscapes. There are a range of virtual events and bite-size e-learning that responds to current and emerging themes for leaders.

Find your regional academy

www.leadershipacademy.nhs.uk/regional-academies

<p>Coaching and mentoring</p>	<p>We offer coaching and mentoring to individuals at all leadership levels through our regional centres.</p> <p>Whether you are in your first leadership role or an executive, coaching and mentoring can help you become effective and unlock your full potential.</p> <p>Learn more www.leadershipacademy.nhs.uk/coaching-andmentoring</p>
<p>Bite-size learning</p>	<p>We offer short guides developed by experts helping you to develop new skills and discover new ways to improve your experience of work. Open to anyone in health and care.</p> <p>Learn more learninghub.leadershipacademy.nhs.uk/allbitesize</p>
<p>Primary care leadership</p>	<p>Our primary care offer is for everyone from pharmacists, practice managers and primary care network leads to GPs, dentists, nurses, health visitors, administration staff, and new roles such as social prescribers can benefit from leadership development. Organisations, teams and wider networks benefit too, as you develop the leadership skills, team management skills, inclusiveness and collaborative working that leads to better working environments and ultimately to improved patient experiences.</p> <p>Contact you region to learn more www.leadershipacademy.nhs.uk/regional-academies</p>
<p>Organisations and systems</p>	<p>Looking on behalf of your organisation? We have tools, models, programmes and expertise designed to help organisations develop their leaders, support change and improvement, and embed best practice.</p> <p>Learn more www.leadershipacademy.nhs.uk/organisational-resources</p>

Keep in touch



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[NHS Leadership Academy](https://www.linkedin.com/company/nhs-leadership-academy)



[@NhsLeadershipAcademy](https://www.facebook.com/NhsLeadershipAcademy)



[nhsleadership](https://www.instagram.com/nhsleadership)

"It has been an awakening a better understanding of the political landscape and how to traverse it. I am now comfortable with chaos, from a leadership perspective and feel better equipped for system leadership."

Participant, Nye Bevan programme.

Contact us



enquiries@leadership.nhs.uk



[leadershipacademy.nhs.uk](https://www.leadershipacademy.nhs.uk)

You can view all our different resources, offers and programmes at [leadershipacademy.nhs.uk](https://www.leadershipacademy.nhs.uk)

"I will use every aspect of the Rosalind Franklin programme to help me continue to learn and grow as a leader. Although the programme has prepared me to tackle big change projects, I feel that the most significant thing I have gained from it is how I have adapted to everyday leadership situations."

Participant, Rosalind Franklin programme.

This brochure can be made available in other formats on request.

The NHS Leadership Academy is a division of NHS England and NHS Improvement People Directorate.