

Aspiring Chief Executive programme Frequently Asked Questions

What are the programme dates?

Recruitment and selection

- Applications window: 4 April – 3 May
- Video interview, critical reasoning test followed by a one day assessment centre consisting of a group exercise and panel interview for shortlisted candidates on the 1-2 June

Programme dates

- Orientation workshop (3 days): 26 – 28 July 2016
- Workshop A (3 days): 28 – 30 November 2016
- Workshop B (3 days): 28 February – 2 March 2017
- Workshop C (3 days): 16 – 18 May 2017
- Assessment workshop (viva, panel interview, praxis group): 5-6 July 2017
- Final praxis group assessment meeting: 27 July 2017
- Validating Board: 12 September 2017
- Graduation: 28 September 2017

What's the time commitment?

- About a day a week spread across the year. Some is done whilst at work (and you'll need your own Chief Executive's support for this). The work is a combination of online, in-work and applied, on residential/praxis groups and on release to consult to a national project.
- We measured/timed the online content as we built the work on the virtual campus – there's 3 hours a week worth of online material for participants to engage with – plus time to apply and reflect on your learning, and write/produce evidence of development.
- Residential and other key dates are available on the following link:
<http://www.leadershipacademy.nhs.uk/programmes/aspiring-chief-executive-programme/dates/>
- 100% attendance is a condition of accepting a place on the programme.

What's the learning style of the programme?

There's a flow to the learning:

- 'Content and knowledge' is delivered online through the virtual campus - it'll be a mix of video material, up to date interviews, some academic input and reading.
- Each section of online content ends with a 'call to action' - you'll be asked to go and apply your learning either in your organisation or as a consultant to a national project or a fellow participant's organisation.
- You'll reflect on your applied learning and bring that into the face-to-face residential workshops. Here you'll meet facilitators and experts who will help you with sense-making, adding their own expertise to your experience, the call-to-action work, the online content and your own knowledge.

- Assessment will draw on your learning through the applied work and the workshops to attest your level of readiness for the Chief Executive role.

What other elements of the programme might be useful for me to know?

We'll ask you to find both a 'patient partner' and a frontline 'staff buddy' to accompany you through the programme year. These people will work in a reverse-mentoring role, connecting your development to the frontline and patient care.

Is it a pass/fail assessed programme?

- Yes. This is a professional leadership programme that delivers both exceptional development and an assessment of readiness to lead at a Chief Executive level.
- Assessment is multi-faceted including:
 - Submission of an **opening statement** that maps the field of Chief Executive leadership, your capabilities and development needs therein and a closing statement that reflects on your development, capability, fit and readiness for a Chief Executive role.
 - A spoken exam - a viva - where the panel includes a patient/service user, a frontline staff member and a member of faculty.
 - A Chief Executive interview where the panel includes serving chairs, governors, representatives from NHS Improvement.
 - A published article/blog.
 - A reference from a national project lead.
- All these elements are finally assessed through the peer assessment in the praxis groups

What happens if I am assessed not to be ready at the end of the programme?

For participants who are not 'ready now' they will either be:

- 'Ready soon' - assessed as near the level required. A development plan will be created with the participant setting out clearly what development will support them to make the grade.
- 'Not ready' - assessed as not yet credible or capable to operate as a Chief Executive. Clear feedback will be offered with a suggested development and career plan.

What's a praxis group?

- 'Praxis' means the translation of learning into practice. Your praxis group will work much like an Action Learning Set - with two clear differences:
 1. Dual facilitation - two people will co-facilitate the praxis group - a member of Academy faculty and a serving Chief Executive.
 2. Peer assessment - it's the praxis group - including the participants and the two facilitators - that assess your submissions, your readiness for the Chief Executive role, and hold the pass/fail judgement.

Is there an element of success planning in this programme?

Whilst it's true to say that the aim of this programme is to ready aspiring Chief Executives for the role and to assess their readiness for it - there's no guarantee of a Chief Executive appointment at the end of the programme.

How do I get on to the programme?

All the application information can be found on the following link

<http://www.leadershipacademy.nhs.uk/programmes/aspiring-chief-executive-programme/apply/>

We encourage applicants to have an initial conversation with our programme directors prior to submitting an application. To arrange a call, please contact Rob Green in the programme team on 0113 322 5699 or email enquiries@leadershipacademy.nhs.uk

What's the selection process?

- The selection process reflects the rigour of the programme design and the expectation that participants will be already acting at Executive Director level.
- Commissioners, system leaders and the Academy's executive search team will be involved in the process, led by the Academy's (award winning) resourcing team.
- Selection criteria will include experience, impact track record, readiness, values, attitudes, capability and competence:
 - Step 1: personal application combined with nomination by sponsoring chair/Chief Executive/national sponsor.
 - Step 2: long listed through executive search.
 - Step 3: short listed applicants will undertake a video interview and critical reasoning test followed by attendance of an assessment centre where they will undergo a group exercise and panel interview
 - Step 4: cohort make up – balance and diversity in the cohort will be important – a cohort of 14 'almost ready' participants will be selected.

Do I have to be in the NHS already to apply?

Yes. Whilst trusts may welcome applications for executive roles from beyond the NHS, this programme is funded development for NHS employees already working in the NHS.

I want to be a Chief Executive, but not for a few years yet - can I still apply?

No. This programme is specifically (solely) for individuals who aspire to be Chief Executive of provider trust organisations within the next 12-24 months

What about wanting to be a Chief Executive of another part of the health system?

The programme is mostly funded by NHS Improvement, so it is for individuals who aspire to be Chief Executive of a provider trust.

Why just provider trusts? Isn't that quite silo'd mentality?

Quite the opposite - focus will be much wider than leading the organisation, it will be on national and local systems of health and care and on communities – these systems will be involved in recruitment, selection, delivery and assessment.