

MARY
SEACOLE
PROGRAMME

Mary Seacole

Participant Guide



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Introduction

The Mary Seacole programme is an innovative and inspirational leadership development programme from the NHS Leadership Academy.

Specifically for those in a formal first time leadership role, the six-month-long programme has been exclusively designed and developed for people working in health and care. The programme provides the balance between learning the theory and putting it into practice, empowering you to turn your success into consistent team success and to champion compassionate care and support.

“Today’s leaders need to be patient-centric, system-wise and possess a steely determination to see things through. They need competence, skills, expertise, experience and support. As a health system we need to understand these challenges and make sure we’re doing what we can to address them. We must help colleagues develop their leadership skills so that they can perform better as individuals and within their teams.”

Clare Price-Dowd,
Registered Nurse and Head of Evaluation and Patient Experience,
NHS Leadership Academy

Programme benefits

As a participant on the programme, you will:

- 1** Be encouraged to look within you for the right leadership style, rather than comparing yourself to others

- 2** Have an increased awareness of yourself and your abilities, enabling you to more clearly identify: which styles fit your strengths, your emotional intelligence and how best to use it, how your behaviours might impact on others

- 3** Develop the authority, capacity and motivation to implement change

- 4** Develop the tools to transform emotion into an asset

- 5** Have greater self-awareness and emotional intelligence, enabling you to work with others more effectively

Who's the programme for?

The Mary Seacole programme is for first time leaders in health and care. It's for you if you are:

- In a 'formal' position of leadership with responsibilities for people and services
- Able to relate what you learn to your workplace

Programme overview


The Mary Seacole programme is six months long with 100 hours of online study, plus three face-to-face behavioural workshops.

During the programme, participants will cover a total of 12 units which provide a blend of practical leadership and management skills. The first 8 units cover leadership fundamentals and build on each other as the programme progresses, while units 9 to 12 relate to the core management skills of finance, HR, recruitment and selection, appraisals and annual reviews.

As you take on leadership responsibilities, your relationship with your organisation and the people around you shifts. Expectations change, accountabilities increase and scrutiny grows. This programme explores key themes with which new leaders need to engage and how you'll understand and apply them to your own situation.

Assessment is based on online activity, attendance at all three face-to-face workshops, contributing to the online discussion forums throughout and submission of a 2,000 word assignment demonstrating how you've developed and applied your leadership.

Successful completion will lead to an NHS Leadership Academy Award in Healthcare Leadership.

A portrait of Abena Akom, a Black woman with her hair pulled back, wearing a patterned top. The image is overlaid with a semi-transparent blue filter.

"Everything I learnt was essential and relevant to my role... I was able to realise what some of my strengths were as well as areas which I required development in as a leader."

Abena Akom,
Registered Nurse,
Guy's and St Thomas' NHS Foundation Trust

Learning and commitment

There are three core learning methods on this programme:

1. Work-based learning

This takes the work you're already doing and uses it as the basis for your learning. Much of your online learning will relate to your work place. 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 (workshops)

There are three workshops during the course of the programme. The focus of these workshops will be on your personal and behavioural development in context; they take full advantage of face-to-face group work, experiential and simulation learning activities and social networking opportunities.

Attendance at these workshops is mandatory. Please make sure you can attend all three workshops as we can't guarantee an alternative date if you are unable to attend one of the dates.

3. Online learning (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, videos, surveys, electronic journals, books, discussion forums and more.

You must make regular contributions to the discussion forums and facilitator provocations as part of your assessment.

Programme dates

The Mary Seacole programme is six months long with 100 hours of online study, plus three face-to-face behavioural workshops delivered in Birmingham, Leeds or London.

Cohort 80 - London

Workshop 1	26 September 2019
Workshop 2	21 November 2019
Workshop 3	16 January 2020

Cohort 81 - Leeds

Workshop 1	3 October 2019
Workshop 2	28 November 2019
Workshop 3	23 January 2020

Cohort 82 - Birmingham

Workshop 1	17 October 2019
Workshop 2	12 December 2019
Workshop 3	6 February 2020

Cohort 83 - London

Workshop 1	31 October 2019
Workshop 2	9 January 2020
Workshop 3	20 February 2020

Attendance at all three workshops is a mandatory requirement of the programme.

Award

Upon successful completion of the programme, including your online forum contributions, attending all three workshops and the submission of your 2,000 word reflexive assignment, you'll receive an NHS Leadership Academy Award in Healthcare Leadership.

"The Mary Seacole programme has encouraged me to understand what I do and the differences it makes to patient care."

Yasmine Soobhany,
Data Quality Support Manager,
North Middlesex Hospital

Cost and funding options

The programme costs £995 per person for those providing NHS funded care. Payable in full prior to the start of the programme.

The cost is fully inclusive of the three face-to-face workshops (including lunch and refreshments) and access to the virtual campus. Accommodation and travel are not included.

Self-funding

Participants are able to self-fund a place on the programme. To self-fund, please continue to complete the terms and conditions as part of your application: print and sign your name in section one as the applicant and in section three as the person who will be responsible for payment.

Application process

Before applying, speak to your line manager to get their support. They should agree to allow you time to participate in the three one-day workshops and provide the opportunity, space and support for you to bring your learning back to the workplace. Along with your line manager, you will both need to sign a copy of the [terms and conditions](#) which needs to be submitted.

You may also want to talk to your line manager about your learning and development experience and provide an update on your progress as the programme moves forward.

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

A 500 word personal statement ($\pm 10\%$) will be required to support your application. This should explain why you are interested in studying on the programme, your relevant experience and a clear argument for why you should have a place.

Programme faculty



Jill Seddon Programme Director

Jill Seddon is Senior Principal at Korn Ferry, a global consulting firm working with leaders to transform organisations, develop talent and organise individuals to improve efficiency and effectiveness. Korn Ferry helps leaders, organisations, and societies succeed by releasing the full power and potential of people.

Jill joined Korn Ferry in 2007. She has worked across a broad range of clients and areas of consulting. She has particular expertise in the NHS, Life Sciences, Civil Service, Local Government and Housing sectors.

Prior to joining Korn Ferry and developing her expertise in leadership development, Jill worked for six years in the pharmaceutical industry as a Mental Health Specialist and Senior Medical Executive. She has a Biology degree (2:1) from the University of Nottingham.

Her consulting experience includes the design, delivery and direction of programmes that span leadership assessment and development, talent management and culture transformation.

Jill brings a deep understanding of the health and social care environment, together with a passion for development, to create and deliver leadership development that really makes a difference. Her leadership programmes are designed around self-awareness, grounded in reality and result in real work place application. She is able to help leaders develop greater insights into their own behaviours, gain greater understanding of the system they are working in and from that, develop flexibility in their approach to achieve better outcomes.

Contact

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



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