

ELIZABETH
GARRETT
ANDERSON
PROGRAMME

Elizabeth Garrett Anderson

Line Manager Guide



Contents

- 02 NHS Leadership Academy
- 03 Elizabeth Garrett Anderson
- 04 Benefits of supporting an application
- 05 Who should I encourage to apply?
- 06 How can I support my team member?
- 07 Programme dates
- 08 Costs and funding options
- 09 Contact

NHS Leadership Academy

The NHS Leadership Academy is part of NHS England and NHS Improvement and works for those involved in the healthcare system. Its purpose is to deliver outstanding leadership at all levels to improve the NHS, people's health and their experience of the NHS. It does this by offering a range of tools, models, programmes and expertise to support individuals and organisations to develop leaders to make a real difference.

Elizabeth Garrett Anderson

The Elizabeth Garrett Anderson programme is a unique, award winning leadership development programme. It helps middle to senior level leaders in healthcare develop their leadership capability, improve their confidence and increase their resilience, to prepare them for the demands of senior leadership in healthcare today – and into the future.

This part time, two-year programme was awarded Gold for Excellence in Practice by the [European Federation of Management Development \(EFMD\)](#) in 2016 and is fully accredited, leading to an NHS Leadership Academy Award in Senior Healthcare Leadership and a Masters in Healthcare Leadership.

It is designed for the NHS, allowing participants to bring immediate, positive changes to their teams, services and patients in areas such as increasing staff morale, improving patient experience, effective service redesign and providing financial benefits, while leading a culture of compassionate care.

So far, over 2,300 leaders have participated on the Elizabeth Garrett Anderson programme, with nearly 50% of recent graduates reporting being promoted during their time on the programme, and 90% attributing this directly to their learning.

“When working in the NHS you develop the knowledge and technical skills to carry out your work, but not necessarily the skills of how to work effectively in teams, how to understand colleagues and their ways of working, or how to engage people within teams. I gained all of this from the Elizabeth Garrett Anderson programme.”

Adewale Abimbola,
Senior Pharmacist,
NHS West Suffolk Clinical Commissioning Group

Benefits of supporting an application

As an organisation with a colleague participating on the programme you'll:

- Improve the organisation's success with participants bringing immediate positive and productive changes to their teams, services and patients in areas such as increasing staff morale, improving patient experience, effective service redesign and financial benefits
- Develop participants to work more strategically with greater collaborations across large and complex programmes, departments, services and systems of care, leading to less waste and more efficient use of resources
- Provide the opportunity for participants to build a powerful, regional and national support network of like-minded influential leaders
- Enable participants to build their personal resilience, confidence and capabilities to meet the demands of senior leadership within the challenging, transforming environment of the NHS
- Increase the number of inspiring and innovative leaders in the organisation's talent pipeline for better succession planning
- Improve leadership practice having a greater positive impact on organisational culture and inclusive, patient centred care



Who should I encourage to apply?

The Elizabeth Garrett Anderson programme is for middle to senior level leaders in healthcare who are:

- Aspiring to take on a more senior leadership role as well as looking to have a wider impact by leading a culture of compassion
- Ready and committed to developing their leadership skills and behaviours whilst undertaking a healthcare related academic qualification
- Motivated by the opportunity to apply new skills, learning and behaviours directly to real-time work related improvements

To be eligible for the programme, they'll have a minimum of:

- A UK Honours degree in any subject with a minimum result of 2:2, or an equivalent professional qualification* AND
- A minimum of three years' relevant experience in leading teams or services

* If they don't hold a degree or equivalent professional qualification, further evidence will need to be provided with their application.

How can I support my team member?

The process begins with a talent management conversation between you and your team member to discuss how the programme can unleash their potential.

The Elizabeth Garrett Anderson programme is a 24 month learning journey with work based application (where set activities are put into practice at work).

Agreements should be made to allow your team member time to participate in all programme components, attend face to face activities, provision of study leave as appropriate, providing the opportunity, space and support for them to bring their learning back to the workplace and to have ongoing conversations to build more inclusive cultures.

Your team member may also wish to talk to you about their learning and development experience and you can check how they are getting on as the programme moves forward. In your discussions with your team member you should ask them about their progress, what support they may need from you and give any advice that you can provide as a leader yourself.

“Learning on the Elizabeth Garrett Anderson programme has been great and challenging at times. You must balance your work, life and studying time and you need to be very disciplined and self-directed in your learning. The learning on the programme is accessed via video conference with 22 days face to face contact over two years, so you soon realise that it’s a flexible way of learning.”

Khonzie Ndlovu,
Specialist Advisor,
Care Quality Commission (CQC)



Programme dates

Cohort 16.1 (Leeds)

Length of each residential	Dates
4 days	7 - 10 October 2019
3 days	3 - 5 June 2020
3 days	2 - 4 December 2020
1 day	11 November 2021

Cohort 16.2 (Leeds)

Length of each residential	Dates
4 days	15 - 18 October 2019
3 days	10 - 12 June 2020
3 days	9 - 11 December 2020
1 day	17 November 2021

Cohort 16.3 (Leeds)

Length of each residential	Dates
4 days	15 - 18 October 2019
3 days	10 - 12 June 2020
3 days	9 - 11 December 2020
1 day	18 November 2021

Cost and funding options

The programme costs £6,000 per person for those providing NHS funded care and is usually fully-funded by the employing organisation. The full programme cost is £16,500.

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.

To find out more please visit

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

Contact

To find out more please email
andersonprogramme@leadershipacademy.nhs.uk
or call **0113 322 5637** or **0113 322 5610**.



[@NHSLeadershipAcademy](#)



[@NHSLeadership](#)



[NHS Leadership Academy](#)