



C l e a d s

A **leadership, support** and **development** program for
Clinical Leads

**PROGRAM
INFORMATION**



Introduction



The program is designed to offer a **personal and professional development and support opportunity** to experienced clinicians, creating time and space to step back, **reflect, share**, explore **new perspectives** and **possibilities**, preparing for what's next, fostering a **new mindset** and **understanding** of the leadership role.

Drawing on **neuroscience** and **experiential learning**, the **8 sessions** provide a **productive space** for colleagues to develop new ways of **thinking**, working together and **collaborating**, as well as new ways of **being**. By offering the program to a mixed cohort of senior Clinical Leads, it creates an ideal environment to further develop **team cohesion**, **relatedness** and **effectiveness**.

WHAT TO EXPECT

- Mixed cohort
- CPD Certification
- Practice partners
- Interactive sessions
- Peer support networks
- Learning through practice
- Time to think and co-create
- Accessible resource materials
- A safe, compassionate, & inclusive space
- Time-efficient, online sessions on MS Teams



Core Elements of the program



LEADERSHIP PRACTICE

Developing insight in the leadership space, expanding qualities of leadership practices, linking theory to practical applications. Understanding our own stories and narratives about 'self' as leader.



PEER NETWORK

Within interactive sessions and dedicated practice partners, colleagues will share and listen, supporting each other's growth and development.



PERSONAL & PROFESSIONAL DEVELOPMENT

Based on experiential learning (reflection, new thinking and practices) participants expand core skills, develop new thinking and ways of working.



WELLBEING AND SUPPORT

Facilitated by our team of coaches, participants will have opportunities to share challenges, be heard, valued, and supported, and consider effective wellbeing practices.



REFLECTIVE PRACTICE

Bridging assignments and practices between sessions deepen the enquiry and link the sessions. Includes insightful multi-media resources and reflective prompts.



OUR APPROACH

EXPERIENTIAL LEARNING



Experiential learning focuses on the process of learning rather than just on the learning outcomes. The measure of success for experiential learning goes beyond the acquisition of new knowledge, towards achieving behavioral change and transformation.

Talent for Care's approach to learning and development is based on **experiential learning** with **peer support** and **reflective practice**, underpinned by narrative transformation.

With highly innovative content, based on the latest neuroscience, we develop **team relationship** and **communication skills** and inspire a **mindset of possibility**.

PEER SUPPORT

The inclusive and supportive environment is key to the participants' experience. They engage with the program by connecting with each other, exchanging insights and best practice, and sharing the support and development journey.



T101
ONBOARDING



INTERACTIVE
SESSIONS



PRACTICE
PARTNERS



WHATSAPP
GROUP

 [Learn more](#)

Program Framework

Session	Time	Title	Content
pre-program	<45m	Reflection	An opportunity to think and reflect about yourself, your experience as a leader, your journey to where you are now and your intentions, aspirations, and commitments going forward
pre-program	<45m	1:1 interviews	For all delegates – being heard, understanding the challenges and thinking on what would make a difference.
-	-	Narrative report	Summary and themes of interview findings, to be shared with participants and executive team
1	2hr	Welcome and orientation <i>face to face</i>	Welcome, getting related and setting up the program. Getting present to the current collective leadership challenges, sharing themes from the pre-program reflective work and response to the narrative report. Hearing outcomes you want for you, your teams and your patients. Leadership as an inquiry for the program. Sources of support and meeting your practice partners
		<i>Linking sessions</i>	<i>Practice partner conversation and skill building assignment</i>
2	1.5hr	Mindset and listening <i>online</i>	Mindsets –perception, meaning and understanding –a way of understanding being human, how we listen. Neuroscience and our understanding of how our natural reactive responses can influence and impact our experience. Creating environments to foster safety and empowerment –role modelling as leader
		<i>Linking sessions</i>	<i>Practice partner conversation and session bridging assignment</i>
3	1.5hr	Being Leader <i>online</i>	How we see the world and how this singular influence can determine our experience vs having a possibility mindset. Approaching and leading the challenge in the current circumstances. Our stories/narratives of leadership and being led –the challenges and acknowledging our qualities
		<i>Linking sessions</i>	<i>Practice partner conversation and session bridging assignment</i>

Program Framework

Session	Time	Title	Content
4	1.5hr	Qualities of practice <i>online</i>	Linking theory to practice: recognising the centrality of self-awareness (e.g. trust, generosity, curiosity, acceptance, affinity, acknowledgement, resilience); time to reflect
		<i>Linking sessions</i>	<i>Practice partner conversation and session bridging assignment</i>
5	1.5hr	Relatedness and Collaboration <i>online</i>	Understanding self, others, team cohesion, uncertainty, expanding our capacity to create and work in partnership. Leading in different contexts and the barriers and opportunities to the leadership role. Conversations that make a difference, bringing conversations that support and positively impact others
		<i>Linking sessions</i>	<i>Practice partner conversation and skill building assignment</i>
6	1.5hr	Conversations that make a difference <i>online</i>	Awareness of biases, motivated reasoning, listening & questioning, difficult conversations. Dynamics of creative conversations and conversations for growth
		<i>Linking sessions</i>	<i>Practice partner conversation and session bridging assignment</i>
7	1.5hr	Creating sustainability and support <i>online</i>	Summary review of program , creating partnerships, collaboration and developing new thinking. Sustainability beyond the program
		<i>Linking sessions</i>	<i>Practice partner conversation and session bridging assignment</i>
8	2.5hr	Bigger picture: leadership in the wider context <i>Face to face</i>	Creating a wider awareness and perspective, teamwork, working across boundaries, looking outward, seeking support. Peer groups to share experience of the program, new thinking, applied learning & the possibilities for the future. Program completion.
		<i>Linking sessions</i>	<i>Practice partner conversation and session bridging assignment</i>

Outcomes

Participants' self-assessed abilities and practices, across 10 main dimensions, mostly improved or significantly improved, including:



awareness

100% improved

awareness of myself and my environment: 100% of participants improved or significantly improved their awareness of self and others.



listening

75% improved

my ability to listen deeply and attentively to other people at work: 75% of participants improved or significantly improved their listening skills.



relationships

75% improved

my ability to develop positive relationships: 75% of participants improved or significantly improved their ability to develop positive relationships.



belonging

2/3 improved

my sense of belonging to my team and the organisation: two thirds of participants improved or significantly improved their sense of belonging in their teams and organisation, a key driver of engagement and retention.

Testimonials

from participants of various Talent for Care programs

I've **really enjoyed** this. It has been an opportunity to properly meet people and **learn from others** experiences as well as learning about myself

Clinical Leads program participant, May 2023

Please continue similar kind of programs and enrol as many staff as possible - **this is what people really need most** [...] as NHS staff

Clinical Leads program participant, May 2023

It has provided me with **time and space to reflect** and **focus** on me as a leader. It's been **thought provoking** and I have enjoyed the coaching/guided style that encourages us to think and express our views

Developing Healthcare Leaders program participant, November 2023

The sessions helped me to have **confidence**. Being kind, being mindful makes a **big difference**. I learned that to make a difference it's not about big things to a lot of people at once, it's little things.

Clinical Leads program participant, May 2023

I think this has been an **excellent course** addressing topics and reflections around leadership in particular and done very well

Clinical Leads program participant, May 2023

Terrific, I think we have understood and **supported each other**. Also made friends

Clinical Leads program participant, May 2023

In our experience, the most reliable outcome measures come from participant feedback and self-assessment, which we capture through a simple, robust and anonymous framework, via an end of program questionnaire on MS Teams. We ask all participants for their consent to share their anonymised feedback.

TO FIND OUT MORE ABOUT THE PROGRAM

CONTACT US

We would be delighted to hear from you

Contact our Team

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Transforming Wellbeing, Engagement and Retention for the
Health and Social Care Workforce

www.talentforcare.uk