



# **FUTURE CARE**

**for nurses**

**A learning,  
development and  
support program for  
preceptorship Nurses**

**PROGRAM INFORMATION**





# Introduction



The *FutureCare* program is designed to tailor a highly successful Clinical Support Workers program for preceptorship Nurses. As a **transformative experience**, the program provides a **solid foundation** for success in the ever-evolving healthcare landscape. Through a combination of **reflection, knowledge, new thinking** and **practical skills**, and a focus on **personal growth**, participants will emerge well-prepared and empowered to embark on a rewarding career in healthcare.

The program guides participants with **minimum demand on their time** to establish a new set of **intrapersonal** and **interpersonal skills**. Enabling participants to relate differently with themselves, their colleagues, and patients. Participants will develop a set of **proactive practices** with lasting impact beyond the program.

## WHAT TO EXPECT

- Mixed cohort
- CPD Certification
- Interactive sessions
- Peer support network
- Practice partnerships
- Learning through practice
- Accessible resource materials\*
- A safe, compassionate, and inclusive space
- Time-efficient, online sessions on MS Teams

\*for Dyslexia, ADHD, visual impairments





# Core Elements

A comprehensive CPD learning and development program designed for participants new to nursing. Crafted to equip, support and develop individuals with essential core skills, new thinking and the confidence to excel in the complex dynamics of healthcare.



## WELLBEING AND PASTORAL SUPPORT

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



## PEER SUPPORT

Within interactive sessions and dedicated practice partnership groups, participants will share and listen, learning how to support themselves and each other.



## PERSONAL AND PROFESSIONAL DEVELOPMENT

Engaging in experiential learning (reflection, new thinking and practices), participants develop core skills and build confidence in their abilities and practices.



## CELEBRATING DIVERSITY

The program supports participants to bring their experiences, culture, and personality to their role, celebrating difference in a collaborative and inclusive space.



## PROTECTED TIME FOR REFLECTION

With frequent use of break-out rooms for interactive discussion, participants are also encouraged to create their own reflective practices, with prompts in between each session.



# 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	Duration	Title	Content
<b>on boarding</b>	30 min	Welcome call & Set Up	Clarity about commitment to and structure of the program. Briefing about material and methodology. Setting up for orientation session. Getting related, listening, sharing, creating trust & connection, clarity around expectations. Setting personal goals as outcomes for each participant
<b>pre-program</b>	1 hour	Reflective work	An opportunity to take time out to consider where you are, what's important to you and your pathway ahead. Including reconnecting to personal beliefs and values that matter to you and how these connect to your profession
<b>1</b>	1.5 hours	<b>'Being on the program'</b>	Acknowledgement and appreciation of the participants; enrolment into belonging in the organisation and the possibility of developing the career opportunity through the Nursing or Allied health professional pathway; passion and dedication; connecting our personal values, aspirations and hopes to the new role of nursing; the foundational skills of nursing; using the pre-program reflective thinking
	>45 min	Link	Practice partner conversations and skill building assignment
<b>2</b>	1.5 hours	<b>'Mindset &amp; self-awareness'</b>	How we think and listen makes all the difference; creating flexibility in our thinking & actions; the mindset for nursing and allied health professionals and how this can guide and support us to positive and successful outcomes; the importance of developing self-awareness and the part this will play in our careers and the difference this will make for ourselves and those around us
	>45 min	Link	Practice partner conversations and skill building assignment
<b>3</b>	1.5 hours	<b>Foundational skills: part 1</b>	Developing personal skills: Developing interpersonal intelligence for listening and responding, understanding how our personal 'point of view' influences our thinking and experience
	>45 min	Link	Practice partner conversations and skill building assignment

# Program Framework

Session	Duration	Title	Content
4	1.5 hours	<b>Foundational skills: part 2</b>	Developing people skills: Developing interpersonal intelligence in creating relatedness, how we use language, enquiry and the value of reflection, entry level self-leadership skills : brief interim feedback survey
	>45 min	Link	Practice partner conversations and skill building assignment
5	1.5 hours	<b>Resilience and Recovery</b>	Understanding what it is that can influence our own personal resilience and ability to manage different situations, uncertainty & contexts; Developing personal resilience, managing stress in highly demanding and complex environments; How to support our own wellbeing and the wellbeing of our colleagues
	>45 min	Link	Practice partner conversations and skill building assignment
6	1.5 hours	<b>Excellence in Teamwork</b>	Working effectively with others, managing difference, building trust, supporting and inspiring colleagues, practicing appreciation and acknowledgement
	>45 min	Link	Practice partner conversations and skill building assignment
7	1.5 hours	<b>“Going the extra mile”</b>	Providing the best quality of life for others, recognising vulnerability, practicing empathy and compassion, awareness of the needs of others; understanding diversity & difference, creating personal boundaries to create and sustain effectiveness
	>45 min	Link	Practice partner conversations and skill building assignment
8	1.5 hours	<b>Beyond the Program</b>	Sustainable and supportive practices beyond the program. Summarizing the learning from the program, personally & professionally; key points to take away; ongoing everyday practices; acknowledgements: feedback survey
<b>Total time</b>	<b>&gt;15 hours</b>	Approximately under 1 hour per week over 18–20 weeks	

# Testimonials

*from participants of various Talent for Care programs*

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The new experience gained at each session, increased my interest. Usually I struggle to keep up with programs like this but this is very beneficial to my practice, so I made a lot of adjustment so I could attend

**FutureCare for Nursing Participant, June 2024**

Through **professional discussion** both during the sessions and with practice partnerships, it has highlighted to me the **importance** of looking after my own wellbeing. My wellbeing can impact how I perform at work and I have learned that I need to try to **prioritise my wellbeing** and ensure I have a good work life balance.

**FutureCare for Nursing Participant, June 2024**

I was surprised about how easy the program was able to make an **instant impact**.

**FutureCare for Nursing Participant, June 2024**

This programme has been beneficial for my **professional development**. It has also been helpful to have regular professional discussions with other newly qualified nurses as it has been **reassuring** and **supportive** at times to know that others are having similar experiences at work and being able to **advise each other** on how to manage certain situations has helped

**FutureCare for Nursing Participant, June 2024**

It is a program I will **highly recommend** to all newly qualified nurses

**FutureCare for Nursing Participant, June 2024**

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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.

# 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**

**100% improved**

**my ability to listen deeply and attentively to other people at work:** 100% of participants improved or significantly improved their listening skills.



**relationships**

**100% improved**

**my ability to develop positive relationships:** 100% of participants improved or significantly improved their ability to develop positive relationships.



**communication**

**100% improved**

**my ability to communicate effectively work-related issues with colleagues:** 100% of participants improved or significantly improved their communication



**TO FIND OUT MORE ABOUT THE PROGRAM**

# CONTACT US

We would be delighted to hear from you

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[www.talentforcare.uk](http://www.talentforcare.uk)



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