



Leaders of the Future

An Innovative Leadership, Team Effectiveness, and Development Program for Future Healthcare Leaders



Overview

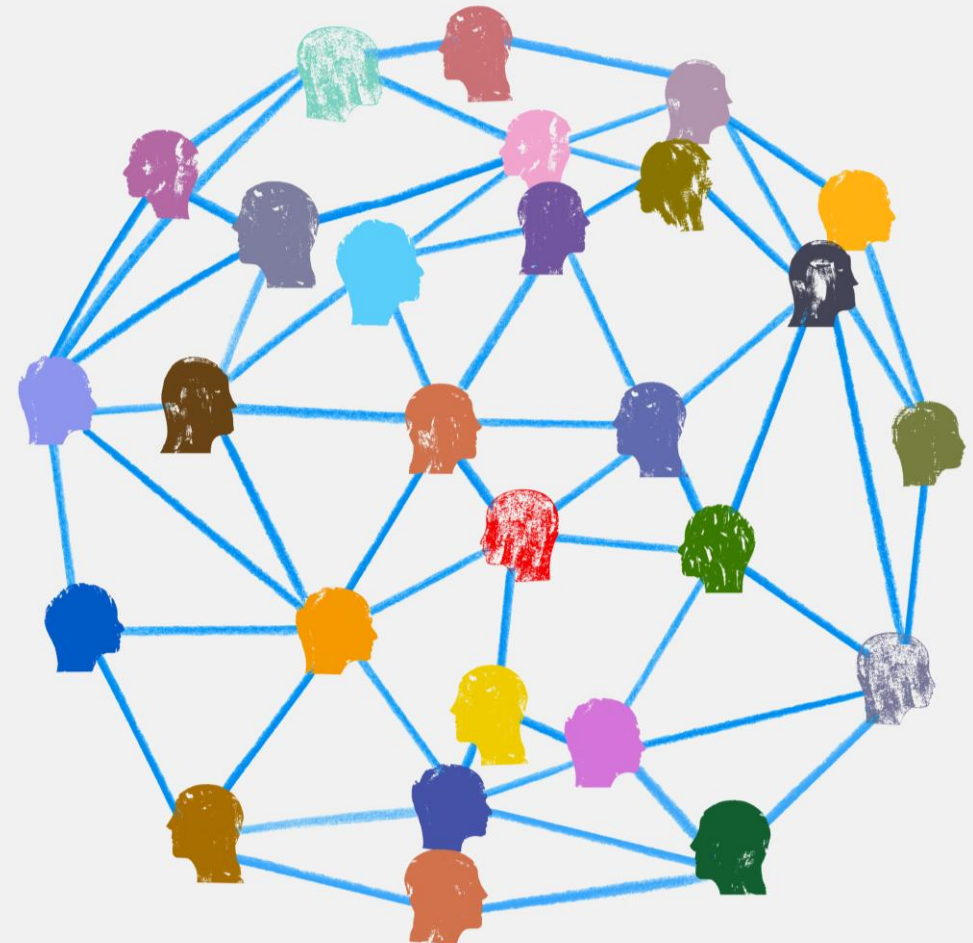
The leadership program has been developed for future leaders in health and social care to invest in both personal and professional development.

Purpose:

- Create a supportive, peer-learning community of healthcare leaders
- Develop an effective and inspiring management and leadership approach
- Learn innovative, proactive practices and expand core skills & competencies

Outcome:

With **minimum demand on their time**, participants will relate to themselves, the people around them, and their environment differently, **developing their mindset** and **embracing the leadership role**.





SESSION CONTENT

The first few weeks are about offering participants a unique personal and professional **learning experience**, expanding **foundational leadership skills** within their roles at work. From developing **mindset** and understanding what influences our experience, to **active listening** and **effective enquiry**, as essential qualities of being a leader.

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The second part of the program focuses on applying **advanced communication skills** and new understandings of relatedness to day-to-day **leadership practices**, from coaching style conversations and the centrality of **self-awareness**, to **compassionate leadership** and **creative communication** strategies.

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Learn more



Our Approach

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



COACHING STYLE
FACILITATION



PEER TO PEER
DISCUSSION

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 **behavioural change** and **transformation**.

The combination of these key elements creates a supportive space to hear new perspectives, share and exchange experiences and insights, and try out new skills and practices.

Participant Feedback

Leaders of the Future program participants, November 2022

'The content of the whole programme was **fantastic**'

'The program had a **plus positive impact** in both personal and professional role'

'it has **empowered** me to be a better person'

'a **great foundation** for being a good Leader'

'It has also helped me to be able to be a **better communicator** and to handle difficult conversations'

'This program has **changed the way I think** and **communicate** with others and has also given me the ability to measure myself consistently. Very **powerful** stuff'

'I **felt appreciated** the whole time and the program helped me to develop myself. I have learned how to see challenges from a **different perspective.**'

100%
of participants
strongly
recommend
the program



an opportunity to

- ✓ Feel valued
- ✓ Pause and reflect
- ✓ Connect with colleagues
- ✓ Be heard and hear others
- ✓ Enquire about new ways of thinking
- ✓ Link theory and learning to ongoing practice
- ✓ Be part of an inclusive, collaborative community









Program Framework (page 1)

Session	Theme	Content	Outcomes
Pre-Program	Reflective Thinking	Opportunity to think and reflect about yourself, your leadership experience, your journey to where you are now and your intentions, aspirations, and commitments	Reflection time, beginning to open self-awareness to our experiences.
1:1 Welcome Call	Onboarding interview with TFC team member	For all delegates, reflections on pre-program material, clarity about commitment to and structure of the program. Briefing about material and methodology.	Getting related, listening, sharing, creating trust & connection, clarity around expectations, readiness for session 1.
1	Welcome & orientation to the program (3 hrs) <i>face to face</i>	Introduce the foundational methodology and set up the program. Reflections on the pre-program work in detail. Time with practice partner. This session includes the Executive team to create the foundations of the program.	Creating experiential learning space for connection & reflection with colleagues & practice; opportunity to build trust & sense of being valued & heard via listening & acknowledgement.
2	The Hidden Human Condition & Neuroscience (2 hrs) <i>MS Teams</i>	Explore mindsets - perception, meaning and understanding - a way of understanding being human, how we listen. Neuroscience and the latest thinking and understanding of how our natural reactive responses can influence and impact our experience.	Increase awareness of habits of thinking and their influences; insight & new thinking/understanding about self and how this could transform our response functions. Connect our personal values & beliefs and how these shape our experience.
3	Mindset (2 hrs) <i>MS Teams</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.	New view & understanding about leadership, the qualities, practices & potential outcomes for the present & future. Managing uncertainty, challenges & developing ourselves and the organisation to fulfil & honour the core values and mission.

Session	Theme	Content	Outcomes
4	Relatedness, Collaboration & cooperation (2 hrs) MS Teams	Understanding self, others, team cohesion, and expanding our capacity to create and work in partnership. Interaction and sharing with the Executive team.	Understanding: diversity and how relatedness is foundational to all achievement, how we can influence our personal sense of belonging and inclusion. Supporting others to create this for themselves.
5	Qualities of practice (2 hrs) MS Teams	Linking theory to practice: recognising the centrality of self-awareness (e.g. trust, generosity, curiosity, acceptance, affinity, acknowledgement, resilience); time to reflect. Awareness of wellbeing.	New practices for everyday life that promote desired outcomes and impacts who we are as leaders and our positive and creative influence in our working environment. Bringing enquiry to mental wellbeing for ourselves and our colleagues.
6	Conversational skills 1 (2 hrs) MS Teams	Awareness of biases, motivated reasoning, listening & questioning. Coaching style conversation demonstration and participant practice.	Coaching style conversations to promote positive & creative relationships which directly impact our ability to delegate, positively support others, resolving difficult or stuck situations. Creating a culture of recognition, acknowledgement & praise for our colleagues and teams.
7	Conversational skills 2. (2 hrs) MS Teams	Challenging and difficult conversations. How we can have much more influence than we previously believed. Coaching style conversation practice. Adopting the new learning in engagements such as appraisals, supervision and induction processes.	Understanding people-based challenges differently; how our ability to enquire and ask powerful questions can make a difference. Coaching skills and ability to have meaningful and impactful conversations with colleagues. Practicing new experiential understanding in conversations which are inspiring, creative and generative with colleagues and teams. Using these practical experiences as tools that make a real difference for people
8	Integrating new learning in practical engagements (3 hrs) face to face	Participants and Executives - program completion and celebration of the learning journey Support and learning beyond the program	Embedding learning, support structures beyond the program, creating relatedness, acknowledgement, celebration



Time Commitment

	Commitment	with	How often	How long
	Welcome Call	TfC Team member	1 pre-Program	$\frac{3}{4}$ hour
	Interactive Sessions	Cohort [on MS Teams & in person]	8 Program sessions	2 hours each (In person 3hrs)
	Meeting & Bridging Assignment	Practice Group	7 (weekly in between session)	> $\frac{3}{4}$ hour
	Reflective Practice	[on your own]	15 (weekly) & ongoing	> $\frac{1}{2}$ hour
Average: 2hr per week			Total time	~31 hours

Leaders of the Future program

If you'd like more information on the program, please do not hesitate to contact us via

team@talentforcare.uk

