



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 METHODOLOGY

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.

The Talent for Care journey is based upon **experiential learning** with **peer support** and **reflective practice**, all underpinned by **narrative transformation** as our core methodology.

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' enjoyment and experience. They engage with the program by connecting with each other, sharing the support and development journey.



Program Framework

Session	Duration	Title	Content
on boarding	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
pre-program	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
1	1.5 hours	'Being on the program'	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
2	1.5 hours	'Mindset & self-awareness'	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
3	1.5 hours	Foundational skills: part 1	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	Foundational skills: part 2	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	Resilience and Recovery	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	Excellence in Teamwork	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	“Going the extra mile”	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	Beyond the Program	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
Total time	>15 hours	Approximately under 1 hour per week over 18–20 weeks	

Testimonials

from participants of various Talent for Care programs

It's been wonderful to **connect with different people** in similar job roles and share our experiences and to be able to get different perspectives about experiences we have in the job, **putting those into practice** too
Developing Healthcare Talent Participant, October 2023

I was surprised by the personal essence of the program. [The] program has helped me **realise my potential** as a human being and created opportunities for me to actualise this potential in my everyday life.
New to Care Participant, September 2023

It has given me more **confidence** and **awareness** which has a positive impact on my **wellbeing**
Developing Healthcare Talent Participant, January 2024

The program has helped me develop my existing skills and learn new ones too. I have **gained immeasurable perspective** from the conversations and have enjoyed the opportunity to share my own perspectives and connect with others.
New to Care Participant, September 2023

It has been really **insightful** and fostered **growth** and learning on a personal level.
Developing Healthcare Talent Participant, October 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

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