



Programme Structure

The Programme is structured across three broad themes. Themes will inter-relate across Programme delivery and taught components will be supported by asynchronous content to further develop participant learning.



Leading Self



Leading People



Leading Systems

Leading Self

This module will increase self-awareness and understanding of personal impact and influence, with strategies for improved effectiveness.

Participants will have the opportunity to reflect on and analyse their habitual go-to behaviours and develop the flexibility to adapt situationally and when they find themselves in challenging circumstances. Personal resilience and wellbeing will be explored in support of the current and future requirement to work within systems and environments which are uncertain and complex.

Leading People

How individuals lead teams or behave as a team member and with those we work, is key to whether teams are effective and high performing and whether objectives are successfully achieved. Furthermore, according to extensive



research carried out by Michael West and colleagues, effective teamwork has significant consequences for patient mortality.

This module will provide the opportunity to develop leadership skills and behaviours to lead teams and people effectively. Workshops and experiential learning activities will support the exploration of team theories and increase understanding of the key enablers to effective team working. Participants will gain clarity on their role in relation to their place as manager/ leader/ member of a team, identifying their preferred leadership styles and recognising the cultural climate they may create.

Leading Systems

This module will prepare participants for the challenge of working beyond their current teams, services and organisations to achieve organisational or national objectives. The use of co-creative approaches and partnership strategies to support effective working with colleagues, patients and communities will be covered, enabling successful improvement and change at a system level.

Participants will benefit from greater clarity regarding the Welsh health and social care structure and improved understanding of systems such as planning and finance frameworks. Learning will focus on the strategic health and social care agenda and best practice models across the UK. Participants will also explore the transformation agenda and gain proven practical skills to aid their confidence and ability to drive successful cultural and system improvement.

Delivery

The Programme will be delivered over 10 months using a blended and flexible approach offering intensive personal and professional development. There will be opportunities for in person interaction throughout the programme interspersed with virtual learning. Delivery will be supported by online



synchronous and asynchronous learning resources, accessed via a dedicated Programme page hosted on the 'Gwella' Leadership Portal.