

This is a high quality, high impact and intensive development programme to nurture our national clinical talent. By investing in individuals, we are creating a pipeline of motivated, inspiring and compassionate senior clinical leaders strengthening organisational capability.

Whilst the Programme is delivered and funded on a national basis by Health Education and Improvement Wales (HEIW), it is imperative that organisations are active contributors to support learning. Local commitments will include:

- Study leave & travel expenses.
- Support to deliver an improvement, strategic, or transformation project aligned to organisational objectives. This need not be an additional piece of work but form part of the participant's current objectives.
- Opportunities and support to bring learning back to the workplace. Participants will be in the process of crafting their leadership skills and will require support putting their learning into practice.
- Executive Sponsorship/Mentorship. To enhance the learning from the Programme each participant will be required to identify a sponsor/mentor at executive level, (this may or may not be their professional executive.) There will be an expectation that the participant will meet formally with their sponsor/mentor at least 3 times during the course of the Programme. The executive sponsor will also be expected to arrange/support local development opportunities for Programme participants e.g. shadowing key senior staff, access to strategic meetings etc. in line with the participant's development objectives.
- Opportunities for Programme participants to demonstrate their ability to support/empower others by sharing their learning others e.g. mentoring activity, creating learning opportunities/materials etc.

*Places are limited to a maximum of 24 for the whole of NHS Wales.*

*From the volume of interest received, we anticipate that the Programme will be heavily oversubscribed.*