



## Information for Applicants

This Programme will support you by building your confidence, competence and knowledge, enabling you to lead compassionately and to contribute effectively to strategic decision-making in your current or next role. The Programme will have a multi-professional cohort comprising of senior clinicians drawn from across NHS Wales

This demanding and rewarding Programme is designed to offer stretch and challenge through a comprehensive range of learning activities. Cohort members will be encouraged to provide each other with support and challenge as they progress through the Programme.

Learning activities will include:

- Workshops – learn directly from innovative contributors delivering cutting edge theory and evidence and explore the 3 key leadership themes through speakers, group work and discussion
- Support & Challenge Groups – critically explore your learning and work-based application. Craft your leadership skills by working on real issues, in a safe environment, learning from and with each other
- Leadership Diagnostics/Psychometrics – improve your personal impact through deeper understanding of your strengths, development areas and how you may be perceived by others
- Residential Learning Community – build bonds with likeminded, influential leaders through a national support network that lasts beyond the Programme duration.
- Improvement, Strategic or Transformation Project - support your learning in practice and apply principles explored in the workshops.
- Group focussed learning opportunity exploring a national priority
- Mentorship by Executive Director – receive senior support, expand your viewpoint and consider different ways of approaching situations



- Networking– enhance your professional network with colleagues from across NHS Wales by building a powerful and inspirational national network of leaders
- Mentorship Practice - create opportunities to share your learning and demonstrate your ability to support/empower others
- Gwella Online Platform – explore a wealth of leadership tools and resources including articles, podcasts, videos, discussion boards etc.
- Optional academic qualification – opportunity to enhance your academic qualifications

Whilst the Programme is delivered and funded on a national basis by Health Education and Improvement Wales (HEIW), your organisation will need to confirm that they are able to support the local commitments involved. It is therefore essential that your manager and organisation are aware of, and can support, the commitments involved. HEIW will therefore share details of your application with your organisation

### **TIME COMMITMENT**

This intensive Programme requires a commitment of 15 days over a 10-month period. This includes attendance at a 3-day fully residential learning community.

The Programme schedule details anticipated Programme delivery dates commencing in September 2022. You are advised to hold these dates in your diary until you are advised whether your application has been successful. Whilst we are not expecting the schedule to change, please be aware that this cannot be guaranteed.

You will need to schedule further time to undertake other activities e.g. completion of leadership diagnostics, accessing additional reading/leadership



related materials, mentoring. Academic accreditation (optional) will also require additional study time

*We anticipate that this Programme will be heavily oversubscribed and that not all those who apply can be supported.*

*We therefore recommend that you discuss your application with your manager/director at an early stage, prior to applying. It is important that you jointly consider the feasibility of creating time to attend the Programme modules and to apply your learning in the workplace.*