

CONTEXT

The Workforce Strategy for Health & Social Care in Wales signals the ambition to value and support our workforce, engaging and motivating them through the establishment of compassionate cultures; and empowering them to respond quickly to future challenge and opportunities.

One of the strategy's stated ambitions is that

'by 2030 leaders will display collective and compassionate leadership.'

The rationale behind this, is that leadership has a critical impact on staff experience, and in turn, this has a direct impact on the experience of the people at the centre of our service. We know that compassionate leadership drives compassionate care.

This Programme has been designed to equip current and future clinical leaders with the knowledge, skills and behaviours required to undertake the role of a compassionate leader.

Evidence tells us that professionally diverse teams are best suited to meet our challenges. The Advanced Clinical Leadership Programme is therefore multi-disciplinary, bringing together senior clinicians from a variety of professional backgrounds, nurturing and supporting them to maximise their leadership potential.

PROGRAMME OVERVIEW

Programme design and content has been informed by consultation with a wide range of NHS Wales stakeholders across clinical and workforce & OD professions. Content and evaluation from national programmes across Wales and other UK nations; as well as literature and research from organisations such as The Kings Fund, have also informed and shaped design.

The Programme design also reflects the Compassionate Leadership Principles for Health and Care (2021,) taking the standpoint that leadership is a behaviour not a position. The Programme will therefore focus on the development of personal insight, and compassionate and collective leadership behaviours in addition to knowledge and skills acquisition and aims to:

- Nurture, support and inspire senior clinicians with the capability and ambition to take up formal senior leadership roles in NHS Wales.
- Equip senior clinicians with the confidence, knowledge & skills to lead compassionately and collectively.
- Create a cohort of multi-professional senior clinical leaders:
 - with understanding of their current and potential influence and impact at individual, team and system levels
 - who take responsibility for their own leadership development
- Establish a sustainable supportive network lasting beyond the Programme's timeframe.

WHO IS IT FOR?

This Programme is designed to support clinical professionals with the capability and ambition to take up senior leadership roles across NHS Wales.

Applications are welcomed from senior clinicians across all professions, who have significant management and leadership responsibilities. This may include:

- Service Leads
- Heads of Department/Service
- Clinical Directors
- Assistant and Associate Directors

The Programme is scheduled to commence in early September 2022 with up to 24 places available. The Programme will be delivered through a blend of virtual and in person learning activities delivered within the South Wales region.

Applicants need to be supported by their organisation to attend and have a clearly identified focus for a project/initiative which will be a vehicle for learning (this may be part of their current work plan/objectives). Applicants will also be required to have a named executive sponsor/mentor from within their organisation.

