

PROGRAMME OBJECTIVES

A 10 month modular programme delivered using a variety of stimulating, engaging and interactive learning methods.

- ✓ Introduce a wide range of skills and knowledge in leadership especially designed for emerging and new physiotherapy leaders.
- ✓ Develop deep self-awareness and understanding of self as a leader using a strong set of models to identify leadership strengths and areas for development (such as Emotional Intelligence, Goleman Leadership Styles and the Value of Values)
- ✓ Acquire skills and ability in leading others, colleagues and teams including performance development and adapting your leadership style and impact to work across boundaries and within systems
- ✓ Learn the skills of leading change and develop strategies to make service improvement a reality for service users
- ✓ Experience action learning as a way of sustaining ongoing improvement and development of self and services



MODULE 1 WORKSHOP	MODULE 2 WORKSHOP	MODULE 3 WORKSHOP	MODULE 4 WORKSHOP	MODULE 5 WORKSHOP
<ul style="list-style-type: none"> • Understand the context (national and local) within which you work the strategic imperatives for the Profession • Explore and understand what clinical leadership is and what it means for you • Reflect on your personality and character and how this affects you and others 	<ul style="list-style-type: none"> • Reflect on your own style of leadership and its impact • Understand the attributes of a high performing team and how to develop them • Understand the role and style of the leader in developing high performing teams • Increase your understanding of how to keep team engagement levels high 	<ul style="list-style-type: none"> • Continuous Quality Improvement, what it is and why it is important in the health and care environment • Understand the role of the leader in the continuous improvement process • Explore different service improvement models and approaches and the criteria used for their selection (I) 	<ul style="list-style-type: none"> • Explore different service improvement models and approaches and the criteria used for their selection (II) • Reflect on my current ability and role in the improvement of services • Influencing with Integrity: Determine the best ways to influence internal and external partners • Coaching skills as a leadership style 	<ul style="list-style-type: none"> • Appreciation and recognition of learning, development and achievement throughout, and as a result of, participation in the Programme • Summary presentation by each participant of their learning and future leadership focus, goals and development plans

<ul style="list-style-type: none"> Understand the 'values of values' and personal impact Learn about the role of emotional intelligence in leadership Apply these principles and learning to identify personal goals and create your development plan for the Programme 	<ul style="list-style-type: none"> Working with colour personality preference (from module 1) to maximise team effectiveness: team balance, effective communication methods, stretching into non-preferred styles Learn best practice people management techniques to improve trust and performance 	<ul style="list-style-type: none"> Taking responsibility for driving and delivering change Evaluation of the use of models approaches in different situations 		<ul style="list-style-type: none"> Identification of future leadership development focus Presentation of Awards
PERSONALITY AND STYLE DIAGNOSTICS	WEBINARS	COACHING	LIVE DISCUSSIONS	ACTION LEARNING SETS
<p>You will, both before as preparation, and during the Programme, be offered a number of opportunities to raise your self-awareness of how you impact upon yourself and others. These will include the very impactful Clarity 4D Colour Personality Profile, Goleman Leadership Styles, NHS Leadership Model (where relevant to you) and Personal Values and Beliefs. These activities are an integral part of the Programme and will be done as online or hard copy self completion questionnaires with personal reports and discussions provided in the Module Workshops.</p>	<p>Sessions that are presented by the Programme facilitators on specific leadership topics that will stretch and challenge your thinking. New and additional content will be shared and you will be encouraged to consider how this may be useful to you. These sessions are designed to take you one step on from the Module Workshops with new materials and information. These Webinars will be 1.5 hours and delivered using the CSP Virtual Learning Environment.</p>	<p>These are 15-20 minute virtual (phone/Skype) 121 discussions with the programme facilitators who are also qualified coaches. The coaching sessions are designed to offer the opportunity to discuss progress, challenges, and queries about the Programme and your leadership development journey. They are encouraged at least once or twice throughout the course of programme (appointments will be offered during the day)</p>	<p>1 hour online group discussion (day or evening options) with programme facilitators and cohort colleagues on a relevant, specific leadership topic that will be determined as the Programme progresses. The discussion will help to refresh your learning from the Module workshops and help you make the application of the learning in the workshops to your own workplace. This is a participative opportunity to discuss the chosen topic with colleagues using the CSP Virtual Learning Environment (VLE) so you will be able to see and hear all colleagues in the session in real time.</p>	<p>Action Learning is a powerful, supportive but challenging technique of group problem solving and personal development. As the name implies, it is focused on real issues and real action to make change happen. You will be a member of an Action Learning Set as part of the Programme and will work with this group of approximately 8 colleagues and a facilitator at least 3 times during the Programme. Each Action Learning Set Meeting takes 1 day.</p>