Top Leaders Programme
Programme offer
Overview

Leadership roles have always been complex and demanding. The economic climate, public expectation and the configuration of public services will increase that complexity, and in turn, warrant a constant testing of the way we lead.

The requirement to think and operate differently is constant, and the development and success of the new environment will be, at least partly, down to the participants of this programme.

The challenges facing the NHS mean our current leaders must broaden their skill base, and build on their existing strengths.

Our senior leaders need to have this range of leadership behaviours and skills at their fingertips. So our aim is to:

- Broaden, and where necessary develop the most appropriate behaviours required in the health system
- Professionalise leadership: raising the profile, performance and impact of health system leaders, requiring and supporting them to demonstrate their fit and proper readiness to carry out their leadership role and defining what we expect from them
- Work in partnership to make leadership in the health system more inclusive and representative of the communities it serves
- Develop leaders who are more innovative and can create a climate where innovation can flourish

The Top Leaders programme is for senior executive leaders in provider organisations, and senior leaders in governing bodies, who are seeking in role development and support. It is a means to refresh, renew and redevelop their leadership styles and behaviours. It also provides a unique opportunity to connect with colleagues across the health and care systems more broadly.

The programme focuses on the behaviour and style of leaders and the impact they have on those around them. It allows participants to gain essential perspective on the NHS, its duty to patients, and the wider commercial context to make sure the healthcare system (as a whole) is designed for patients.

The programme assumes participants have an existing level of complex leadership skills, and is primarily designed for those who need to be stretched, challenged and are open to thinking very differently about their leadership role. It’s an opportunity to work in partnership to make leadership in the health system more inclusive and representative of the communities it serves. We
wish to develop leaders who are more innovative and can create a climate where innovation can flourish.

Being a part of the Top Leaders programme gives you access to our networks, masterclasses, semester series and national events. For a heavily subsidised fee, it also gives you access to our comprehensive core offer, which includes in-depth personal diagnostic, core programme and coaching.

The Top Leaders diagnostic – the gateway to accessing the Top Leaders core programme

One of the first offers from Top Leaders, and still consistently highly regarded, the in-depth diagnostic will give you a thorough insight into your own behaviours, your impact on others, and how you might flex your style and behaviours to be even more effective. The tools are intended to support both the programme, and the individual, by generating data about capabilities, development needs and career aspirations.

The process consists of four online diagnostic tools and an intensive, individually-focused profiling session with an expert consultant. If you are wishing to access the core programme, you will need to have completed the Top Leaders diagnostic (at least two weeks before attending the core programme). If you are working within a CCG and have already completed a CCG diagnostic within the last 18 months, you will not need to complete one as part of this programme. If you are working in a CCG and have completed a diagnostic more than 18 months ago, you will need to complete a condensed version of the Top Leaders diagnostic.

If you have any questions as to what you might benefit from please contact the Top Leaders team.

Format: Online survey and face-to-face profiling feedback session

Time commitment: Online diagnostic (approx. two hours) and a half-day face-to-face profiling session

Location: Online and profiling sessions held in London, Leeds, Manchester, Birmingham and Bristol

The Top Leaders core programme

The Top Leaders core programme is a residential, six-day programme delivered in two parts over the course of three to four months. It is focused on developing the capacity of participants to adapt, enhance and broaden their own leadership styles and behaviours. You will be provided with expert input and thought-provoking and stimulating experiences in both large and small
groups. The programme will continually focus on the changes people are leading in their workplace, their own responsibilities and influencing capacity around that change.

The Top Leaders core programme is purposely designed so you do not receive the full schedule details prior to attending. You will receive an outline agenda in advance and the full detail will be presented on day one of the programme. Please make sure you are available for all parts of the programme, including the lunch and evening dinners – they are all designed to enhance and broaden your experience over the entire six days.

**Format:** Residential face-to-face programme

**Time commitment:** Prior to the first residential, participants will complete the Top Leaders diagnostic, and attend a half-day profiling session. The six days (including evenings) are delivered in two parts over the course of three months, with an initial four-day residential followed by two days. In addition to the residential element of the programme, each cohort is divided into a number of impact groups, which meet for an additional six single days throughout the year. The dates and locations are agreed by the impact group members with their facilitator.

**Location:** The programme is delivered at the NHS Leadership Academy headquarters, Leeds City Centre, and accommodation provided is nearby to this building.

**Executive coaching package**

All Top Leaders participants have access to four, two-hour sessions of one-on-one executive coaching. We have a register of fifty approved and highly experienced executive coaches, and we will work with you to understand your coaching requirements, so you are able to select the appropriate coach for your needs. The coach must be selected from the Leadership Academy executive coaching register.

For more information and to access coaching, please contact Charmaine Kwame - charmaine.kwame@leadershipacademy.nhs.uk

**Format:** Face-to-face, occasionally by phone

**Time commitment:** Each coaching session typically lasts two hours

**Location:** Various locations nationally

**Programme cost**

The Top Leaders programme costs £3,000 per participant for all elements of the programme. This is heavily subsidised by the NHS Leadership Academy.
Please note confirmation of attendance on any element of the Top Leaders Programme is in agreement of the programme terms and conditions.

Semester Series and Masterclasses

Our semester series and masterclasses offer you the opportunity to spend time with colleagues on intensive skills development with some exceptional speakers and contributors. The programme for 2014/15 will be published in February 2014.

Hear what our Top Leaders participants say:

“I was a participant in the Leadership Academy’s Newly-Appointed Director Executive Coaching Programme, and then Cohort four of The Top Leader programme. I have found the Leadership Academy’s support in both of these areas exceptionally helpful. The Executive Coaching I have received over my six years now in post from Mike Munro-Turner has provided a very useful approach to working through some of the paradoxes and tensions of a senior role. I have found his oversight and support very, very helpful. In additional the network of senior colleagues which the Top Leader development programme creates still acts as a very useful testing ground for discussing issues and concerns, with a strong ethos of peer support.”

Lee Outhwaite
Director of Finance and Performance
Derby Hospitals NHS Foundation Trust

“The course has energised me and reignited my commitment which I have had for the NHS for 33 years but was struggling with over the last 12 months, thank you”

Soline Jerram
Lead Nurse, Director of Clinical Quality and Primary Care
Brighton and Hove CCG

“To make a real difference in today’s challenging environment we need to be at the top of our game. I have found that the Top Leaders programme has been invaluable in providing me with the skills, tools, networks and contacts to help me make that difference.”

Louise Barnett
Interim Chief Executive
The Rotherham NHS Foundation Trust

“NHS Top Leaders is, simply, the most helpful leadership development programme I have experienced. The quality of the events is excellent but more than this, the facilitated learning set has been a lifeline during periods of stress or working through difficult challenges. It has given me a new level of insight into my role and my ability to give leadership to my small part of the NHS. I highly recommend it!”

Shane Gordon
Chief Clinical Officer
North East Essex CCG

For any queries please contact:
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