Allied Health Professionals' Leadership Fellowship 2023

Welcome

Allied Health Professionals (AHPs) are the third largest workforce in the NHS and at Whittington Health NHS Trust make up approximately 20% of the workforce and are embedded within all our divisions. It is recognised that AHPs, unlike nursing and medical professions have less structured career pathways. To help meet the increasing complex challenges facing the NHS we need to have professionally diverse leadership teams that include AHPs. At Whittington Health NHS Trust, we value and are invested in supporting the development of AHPs to be our future leaders.

Mark Livingstone
Deputy Director of AHPs

To support developing clinical leaders Whittington Health NHS Trust are now offering an AHP Leadership Fellowship. The fellowship is a 1-year programme with the aim to develop confident, competent, and compassionate leaders to act as role models and agents of change to transform person-centred services. The fellowship is open to all AHP staff at Band 6/7 level. As part of the programme each applicant will be required to take on a Quality Improvement project that will enhance the care we provide to our patients.

Sarah Wilding, Chief Nurse and Executive Director of AHPs

"I am delighted to have joined a Trust with such a strong and thriving AHP Community. It is one of the things that makes Whittington Health unique, and I have already seen how it benefits our patients.

"It is therefore vital that we support our AHP community with the tools, resources and opportunities they need to continue to develop, learn and grow and to thrive in their careers. I am therefore delighted to support the AHP Leadership Fellowship Programme. I am sure we will be growing future clinical leaders at here and across the NHS, who will continue to provide the highest quality care to the patients and families we care for. Please do a take time to consider the range of options on offer. I fully support all those interested in becoming future leaders to apply for this fantastic opportunity."

Suzanne Rastrick, Chief AHP Officer for England

"What I really welcome in the NHS People Plan is the very clear links to our current national AHP strategy for England. These links include our priorities to leadership and development and our commitment to care for those who care. The People Plan aims to develop multi professional, cross sectional system leadership, which will provide excellent opportunities for AHPs. There is also a commitment to develop a positive, inclusive and compassionate leadership culture to make the NHS the best place to work."

What the fellowship offers

- Personal development and project plans
- Myers Briggs Type Indicator (MBTI) Communication Style Report for all learners
- Academic and Clinical mentorship
- Coaching to support skills development in quality improvement methodology
- Development of project planning and implementation skills
- Development of project report writing skills
- Personal development plans designed to fit your career aspirations
- Career coaching and opportunities to shadow senior members of the Corporate Nursing and Executive Team
- Mentorship
- Action learning sets or peer circles to discuss arising themes and opportunity to invite guest speakers.

Expectations

- Define project in partnership with your senior ICSU team
- Scope the project, produce a project plan and produce a written report
- Use and gain project management skills so you are able to use different models and methodologies
- Present findings to other colleagues, AHP leadership group and potentially other organisational meetings
- Undertake a 360 appraisal at the end of the programme
- Attend facilitated action learning sets
- Attend leadership coaching with a qualified faculty coach
- Define your own legacy of the programme that will both improve clinical leadership at Whittington Health and help embed a culture of quality improvement.

Programme plan

	Date	Topic	Location
Apr	12 April, 2 - 5pm	Introduction to fellowship	WEC B5 (First Floor)
	20 April, 9.30am - 12.30pm	MBTI Communication Style Report, Engaging Teams	WEC A3
	20 April, 1 - 4pm	Workplace Conflict	UGC room 3
May	3 May, 10am - 1pm	Quality Improvement	WEC A3
	25 May, 10am - 1pm	Situational & Compassionate Leadership and G&R feedback	WEC B4 (First Floor)
	30 May, 2 - 4pm	Action Learning Set	WEC A4
June	14 June, 9.30am - 12.30pm	Change Management	Online
	14 June, 1.30 - 4.30pm	Leading under stress and pressure (Resilient people in compassionate organisations)	Online
	20 June, 2 - 4pm	Action Learning Set	WEC A4
July	5 July, 10 am - 1pm	Giving and Recieving Feedback	Online
	13 July, 1.30 - 4.30pm	Essentials of Project Management	Online
	18 July, 2 - 4pm	Action Learning Set	WEC B7 (first floor)

Monthly coaching is to be arranged between yourself and your coach

🟩 Study day

🟧 Action learning set

Programme plan

Sept	19 September, 12 - 2.30pm	Building Inclusive Culture	WEC A4
Oct	3 October, 2 - 4pm	Action Learning Set	WEC B5 (First Floor)
	18 October, 9.30am - 12.30pm	Social media for for NHS	Online
	18 October, 1.30 - 4.30pm	Patient Engagement	Online
Dec	5 December, 2 - 4.00pm	Action Learning Set	WEC B5 (First Floor)
	12 December, 9.30am - 12.30pm	Online Facilitation Skills	Online
	12 December, 1.30 - 4.30pm	Presentation Skills	Online
Jan	16 January, 9.30am - 12.30pm	Report writing	Online
Feb	6 February 2 - 4pm	Action Learning Set	WEC B5 (First Floor)
	20 February, 9.30am - 12.30pm	Career Planning and Application Skills	Online
	20 February, 1.30pm - 4.30pm	Interview Skills	Online
Mar	5 March 2 - 4pm	Action Learning Set	WEC B5 (First Floor)
	28 March, All day	**CELEBRATION**	**WEC A1 & A2**

Monthly coaching is to be arranged between yourself and your coach

    ■ Study day

    ■ Action learning set

Course summaries

MBTI & Team dynamics/Engaging a team

Learn how you see and interact with the world. MBTI identifies personality type made up of four basic preferences, it provides a positive explanation about how we interact with the world, what motivates us and how we interact with each other. This session will help you to build an understanding of other people's preferences and enhance your communication skills, understand team dynamics and engage with your team. For this session, participants will complete a Myers Briggs questionnaire prior to attending the course.

Workplace Conflict

Participants will explore the causes of workplace conflict and gain an understanding of the difference between a Firm but Fair Manager vs Bullying.

Giving and Receiving Feedback

By the end of this workshop, participants will be able to:

- Understand the purpose and value of feedback
- Identify ways to deliver feedback effectively
- Identify ways to respond to feedback effectively
- Manage situations where feedback goes wrong

Situational Leadership

By the end of this workshop participants will learn to adapt their leadership style based on the maturity of the people they are leading and the details of the task at hand. The session will introduce delegation skills, coaching and mentoring skills to support staff at different levels of their career and progression.

Compassionate Leadership

In this session participants will understand what we mean by compassionate leadership, the importance of setting healthy boundaries and consider how they can develop to be compassionate leaders by role modelling good leadership behaviours.

Leading under stress and pressure

Participants will learn how to foster the outlook and habits that support wellbeing and performance under pressure.

Change management

Participants will consider the link between leadership style and culture within teams and organisations and be able to assess their own leadership style in terms of the way it shapes team culture.

Essentials of Project Management

This training is designed for participants who have managed projects previously

but wish to consider the issues and challenges of managing larger or more complex projects within a complex environment.

QI Training
Participants will gain an understanding of the fundamentals of quality improvement based on the Model for Improvement.

Building Inclusive Culture
Leaders will explore their roles and responsibilities in building inclusive cultures. We will discover what inclusive behaviours and attitudes are within our organisation and what they mean for us.

Social Media for the NHS
This training will examine the many ways in which social media can be used to enhance the experiences of staff and patients.

Patient Engagement
This training will provide participants with the fundamental skills to engage with users effectively and share key tools for effective engagement.

Presentation Skills and Online Facilitation
Participants will experience various approaches to facilitating online learning, learn about effective online practice, and consider the key elements of virtual session design.

Report Writing
Preparation and planning are key to effective report writing, and this session will show participants structures, hints and tips that will allow them to develop their report with confidence.

Interview and application skills
The aim of this session is to develop and enhance interviews and application skills for future career development, it covers:
- How to identify your skills and competencies
- How to write effective personal statements
- Preparing for the interview
- Understanding how to deal with stress and pressure
- Demonstrating effective non-verbal communication – remotely and in person
- Dealing with difficult questions

Coaching opportunity for all participants
All participants will have access to an internal coach to support them in their leadership journey.

Application Form for 2022/23

- Please complete the application form by **Sunday 12 February 2022** and email it to mark.livingstone2@nhs.net
- We aim to inform you of a decision in writing by Friday 24 February 2023.
- All applications will go through a panel to determine whether you will have a space on the programme, therefore please check you have completed all the sections.
- You can edit the form and save your progress as your go, click 'File' then 'Save As'.
- Once you have completed the form, please send to mark.livingstone2@nhs.net
- Please copy in your line manager and ICSU lead who have approved your application.

Personal Contact Details

Name

Work address

Telephone (work)

Telephone (mobile)

Email address

Supporting Application Information

Job title and grade scale

Are you based in the hospital or community? (pick from drop-down menu)

ICSU (pick from drop-down menu)

Service or department

Length of time in current role

Number of people you are currently line managing

Outline what (if any) types of leadership development you have undertaken in the last 2 years

Please confirm that you are available to attend all the workshop dates (Programme plan is on page 6 and 7)

Yes, I can attend all dates

What dates can you not attend?

Personal Statement

Outline how you intend to apply your leadership learning back into your place of work (300 words max).

Outline your proposal for the Quality Improvement project. (This will require sign off from your ICSU leadership team before you submit your application).

Have you previously applied for this programme? If so, please indicate when:

Yes   When

No

Equal opportunities monitoring form

Please complete this part of the form. This information is collected as part of monitoring equality and diversity in Whittington Health.

1. Please tell us your age

16-21   21-29   30-39   40-49   50-59   60-69   70-80

2. Do you consider yourself to have a disability?
Yes   No

2b. If yes do you have a:

Physical impairment   Sensory impairment   Learning disability
Mental health condition (long-term)   Other health condition (long-term)

3. Ethnicity

Asian or Asian British
Bangladeshi
Chinese
Indian
Pakistani
Any other Asian background (please specify)

Black or Black British
African
Caribbean
Not listed Black background (please specify)

Mixed
Asian and white
Black African and white
Black Caribbean and white
Not listed mixed background (please specify)

White
White British
White Irish
Not listed white background (please specify)

Not listed (please specify)

4. Gender
Female   Male   Non-binary   Not listed (please specify)

4b. Gender reassignment
Do you now, or have you ever considered yourself to be transgender?
Yes   No

5. Religion or beliefs
Atheism   Agnosticism   Buddhism   Christianity   Hinduism
Humanism   Islam   Jainism   Judaism   Sikhism
No religion   Not listed (please specify)

6. Sexual orientation
Bisexual   Gay man   Heterosexual   Lesbian/gay woman
Not listed (please specify)

Do you require any adjustments to be considered to help you access the programme?
Yes   No