



LEADING TOGETHER PROGRAMMES

Lead, Learn, Grow





LEADING TOGETHER PROGRAMMES

The Practical Manager

Duration: 3 months (flexible)

Is this for you? This programme is for those at Leadership Level 2 and above- anyone with people management responsibility or aspiring to.

Entry requirements: An initial needs assessment will enable a personalised approach to this programme.

Delivery model: Online, blend of self-directed learning and virtual classrooms.

Cohort start date: Every month

Application deadline: Open all year round

The Compassionate Manager

Duration: 6 months

Is this for you? This programme is for those at Leadership Level 2 and above- anyone with people management/clinical leadership responsibility.

Entry requirements: To have completed the Practical Manager programme or demonstrable experience in management.

Delivery model: Online, blend of self-directed learning and virtual classrooms with action learning sets and coaching.

Cohort start date: 6th June 2022

Application deadline: 1st June 2022

The Compassionate Leader

Duration: 6 months

Is this for you? This programme is for those at Leadership Level 4 and above - anyone with service management/clinical leadership responsibility or aspiring to.

Entry requirements: To have completed the Compassionate Manager programme or have demonstrable management and leadership experience.

Delivery model: Online, blend of self-directed learning and virtual classrooms with action learning sets, coaching and mentoring.

Cohort start date: 13th June 2022

Application deadline: 6th June 2022





THE PRACTICAL MANAGER

Synopsis

This programme provides the information and guidance you need to help you settle into your new management role, using a blended approach the programme includes self-directed learning and the opportunity to learn with others in a virtual classroom. This is a real opportunity to network with others across the organisation and build relationships which will support you on your journey in management within the Trust.

It includes a new managers induction (which happens monthly), a central resource of information which you can come back to and access whenever you need, a manager’s forum with 3 action learning sets to build that peer support and overcome those obstacles you will find in your first 100 days. Some practical workshops and e-learning content to give you the skills and confidence to manage well and know where to go should you need support or more development. The blended learning approach allows you to identify key priorities, practice scenarios and create an action plan specific to you, at a pace that fits with the demands of the role.

Learning Outcomes

1. To understand the governance, processes and systems of CPFT to enable you to function effectively and confidently as a people manager
2. To create awareness of managing in an NHS context and understanding your role in our system
3. To consider your own leadership style and how this aligns with CPFT’s culture and create a personal development plan for beyond the programme

Structure

New managers induction to be followed by a series of modules that will be personalised to the managers needs based on the initial needs assessment, modules include:

Modules (Blended)		
Early resolution and managing workplace issues	Datix training	Managing performance and conduct
ESR training	Information and reporting	CPFT Academy Managers Workshop
Workforce planning	Getting the best out of IT	Understanding the NHS
Understanding NHS finance	Recruitment training	Supporting wellbeing and attendance
Healthroster training	Introduction to coaching	Freedom to speak up



THE COMPASSIONATE MANAGER

Synopsis

This blended learning programme has been developed for all staff with people management or clinical leadership responsibility. It's about helping us be better leaders, ensuring we have the skills, knowledge and tools to support our teams to thrive. The programme, which runs over 6 months includes 7 dedicated experiential workshops, supported by self-directed learning, action learning sets and coaching to support the development of compassionate, restorative and inclusive leadership skills, balancing concern for our workforce with the need to move the Organisation forward. Learning to influence beyond their authority and control and finding out more about ourselves and the impact we have on those around us.

Self directed learning will include: recommended reading, service improvement project, case studies and reading around the taught programme. Alongside coaching and mentoring and other opportunities to network and learn with peer groups.

Learning Outcomes

1. To increase confidence and capability in managing individuals and teams effectively
2. To understand self, personal resilience, and their impact and influence on others
3. To develop compassionate, restorative and inclusive leadership skills
4. To gain skills in delivering and influencing change, including working beyond boundaries
5. To build a plan around personal development beyond the programme

Modules

Programme Launch About the programme & Me

The adaptable manager

The improvement manager

The effective manager

The healthy manager

The influential manager



THE COMPASSIONATE LEADER

Synopsis

This programme supports the development of strategic leadership, with a compassionate leadership approach. Supporting those with leadership experience in developing the skills, confidence and tools to lead in complex environments, often across boundaries.

A blended approach, this will include self-directed learning, reflection tasks and coaching. As well as interactive workshops engaging the group in itself becoming a learning culture – exploring personal approaches to leadership, mindsets and service improvement. An opportunity to reflect on your own biases and blind spots, as well as the impact you have on culture and in driving forward improvement in performance, culture and innovation within the organisation and our health and social care system. This programme will help enrich your understanding of your personal development needs, with plans to support your development both on the programme and beyond.

Self directed learning will include: recommended reading, service improvement project, case studies and reading around the taught programme. Alongside coaching and mentoring and other opportunities to network and learn with peer groups.

Learning Outcomes

1. To improve their personal impact, embedding and driving forward a compassionate, innovative and learning culture
2. To increase knowledge and capability around leadership strategies, driving improvement and maximizing team and service performance
3. To increase skills and confidence leading in a complex environment, building political astuteness, working across boundaries, and leading into the future in a compassionate and inclusive way
4. To challenge own leadership approach and build a plan around personal development beyond the programme

Structure

The workshops will be based around Professor Michael West's four pillars of compassionate leadership and the QSIR Virtual Programme. The dates for the 7 core workshops are below. In addition there will be 8 QSIR cafes and 4 Action Learning Sets to attend. Coaching and mentoring will be available throughout the programme. Any self-directed learning/additional development should take no longer than 2-4 hours per week.

Workshop
Launch
Self as a Leader
Leading compassionate teams
Effective leadership impact and influence
Creating a compassionate culture
Being an organisational leader in a complex structure
Leading into future



THE LEADERSHIP LEVELS

