



THE COMPASSIONATE MANAGER

Overview

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 or leadership.

Delivery model: This programme will be delivered online, through a **blend of formal and self-directed learning** (which should take no longer than 2 hours per module) with action learning sets and 1-1 OD support.

Cohort start date: Monday, 6th June 2022.

Structure

The programme will consist of 7 core modules along with access to coaching, mentoring, action learning sets, peer support and 1:1 support from an OD Practitioner. Any self-directed learning/additional development should take no longer than 2 hours per module.

The core modules will fall on the following days:

Module	Date
Programme Launch - about the programme & about me	06/06/2022, 28/06/2022
The adaptable manager	21/07/2022
The improvement manager	21/09/2022
The effective manager	19/10/2022
The healthy manager	10/11/2022
The influential manager	08/12/2022





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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



WORKSHOPS AT A GLANCE

Below gives an overview of what will be covered in each of the modules on the programme:

										
Programme Launch (About the programme and about me)		The Adaptable Manager		The Improvement Manager		The Effective Manager		The Healthy Manager		The Influential Manager
<ul style="list-style-type: none"> • Programme overview • Expectation setting • Meet your action learning set • All about me (including output from MBTI questionnaire, emotional intelligence and personal development plan) 		<ul style="list-style-type: none"> • Personal leadership styles and Compassionate Leadership • Leader as coach • Managing change compassionately • Decision making 		<ul style="list-style-type: none"> • Fundamentals of Quality Improvement • Developing a Quality Improvement Project • Driving innovation 		<ul style="list-style-type: none"> • Exploring the Centre for Creative Leadership's DAC Model (direction, alignment & commitment) • Feedback for Improvement • Team and group dynamics • Tackling inequalities 		<ul style="list-style-type: none"> • Healthy teams • Being available • Building Psychological Safety • Managing performance 		<ul style="list-style-type: none"> • Principles of negotiation and influencing • Building effective relationships • Personal Impact & Emotional Contagion • Politics and power • Working across boundaries



THE LEADERSHIP LEVELS

