



Leadership and Management Development

Skills for Health offers customised Leadership Development programmes tailored to address participants' 'real-life' work challenges.

Developed for the UK health sector and aimed at new or aspiring leaders, our leadership development programmes provide a valuable opportunity for participants to gain practical tools and techniques to develop their confidence and ability in their role and positively impact on the service people receive.

Our programmes are designed to address the day to day challenges team leaders, supervisors and managers face in the health

sector, focusing on equipping them with the leadership skills they need to lead and enable staff to deliver good quality services.

Programmes can be offered as open courses enabling participants to learn with and from colleagues from across different health sector environments or customised for a group of employees, providing opportunities to link programme learning with other organisational development activities.

The Team Leading Development Programme

Offered as a Level 3 Certificate in Leadership and Management, this development programme focuses on equipping leaders of front line services with the confidence, knowledge and skills they need to enable staff to deliver good quality services.

It provides practical tools and techniques to support effective communication, developing and motivating teams, dealing with poor performance and the ability to develop a reflective approach to continuous personal development.

Programme Modules:

Module one/Day one: The Role of the Team Leader

- The Role of Team Leader
- The Importance of Reflection to Leadership Development
- Introduction to Action Learning
- Introduction to the ILM Certificate in Leadership and Management Level 3

Module two/Day two: Approaches to Leadership

- Exploring Models of Leadership
- Creating and Communicating a Common Purpose
- Effective Communication
- The Importance of Self Awareness
- Providing Leadership for Your Team

Module three/Day three: Understanding Teams and Team Development

- The Benefit of Teams
- Team Development Models and Processes
- Motivating Your Team
- Positive Behaviours for Team Leading in Health Settings
- Providing Positive Challenge and Addressing Poor Performance
- Action Planning and Review

Qualification: Level 3 Certificate in Leadership and Management - Institute of Leadership & Management (ILM)

Duration: 3 days (delivered over two months)

Cost: £550*

** These programmes are exempt from VAT. Prices include tuition, course materials, lunch and refreshments.*

Delegates on all programmes will undertake pre programme activity which will include self assessment and Learners will also complete a questionnaire on learning styles which will inform the facilitators and support

The Leadership and Management Programme

Offered as a Level 5 Certificate in Leadership and Management, this progressive programme focuses on both management and leadership development, aiming to equip operational leaders with the skills and knowledge they require to be effective managers along with an understanding of their own leadership capability.

Programme Modules:

Module One/Day One: The Leadership Role

- Leadership in the Health Sector
- Leadership and Management
- Becoming a Reflective Leader
- Action Learning for Leadership Development
- Introduction to the ILM Certificate in Leadership and Management Level 5

Module Two/Day Two: Approaches to Leadership

- Exploring Models of Leadership
- Effective Leadership Behaviours for Health Settings
- Emotional Intelligence

Qualification: Level 5 Certificate in Leadership and Management -
Institute of Leadership &
Management (ILM)

Duration: 4 days (one day per month)

Cost: £995*

Module Three/Day Three: Providing Leadership through Change

- Leading and Managing Change
- Supporting Colleagues
- Challenging Inappropriate Behaviour

Module Four/Day Four: Leadership for Service Improvement

- Leadership and Organisational / Service Development
- Engaging and Motivating a Team
- Action Planning and Review



collecting peer views on their leadership style and behaviour.
them in meeting learners' needs.



Customised Leadership Programmes

Our programmes can also be customised for a group of employees, providing opportunities to link programme learning with other organisational development activities.

Where a customised programme is commissioned, a pre-programme diagnostic is undertaken to ensure the content is targeted to learners' needs and organisational business and development objectives. Bespoke courses can also be run in a flexible manner to support related work or staff release and any backfilling.

Thorough evaluation and impact assessments are offered at the end of the customised programme enabling organisations to capitalise on the new skills and knowledge delegates have gained and effectively plan the next phase of their development.

Our leadership programmes can help you develop tomorrow's leaders from within your own organisation, develop a consistently strong leadership culture, and contribute to real performance improvements.

Our knowledge and experience of the health sector means that our delivery team has first hand experience of supporting and developing the health sector workforce. The programme content is relevant and appropriate and can be tailored further to encompass participants day to day challenges.

For further information on Skills for Health's Leadership Development Programmes or to register for a place, visit www.skillsforhealth.org.uk/leadership e-mail leadershipdevelopment@skillsforhealth.org.uk or call **0191 229 3409**