

MARY
SEACOLE
LOCAL
PROGRAMME

Local

Line Manager Guide



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NHS Leadership Academy

The NHS Leadership Academy is part of the NHS and works for those involved in the health care system. Its purpose is to deliver outstanding leadership at all levels to improve the NHS, people's health and their experiences of the NHS. It does this by offering a range of tools, models, programmes and expertise to support individuals and organisations to develop leaders to make a real difference.

The Mary Seacole Local programme gives organisations the flexibility to offer a local, high-quality, nationally recognised leadership development programme aimed at those newly in or aspiring to be in a formal first time leadership role.

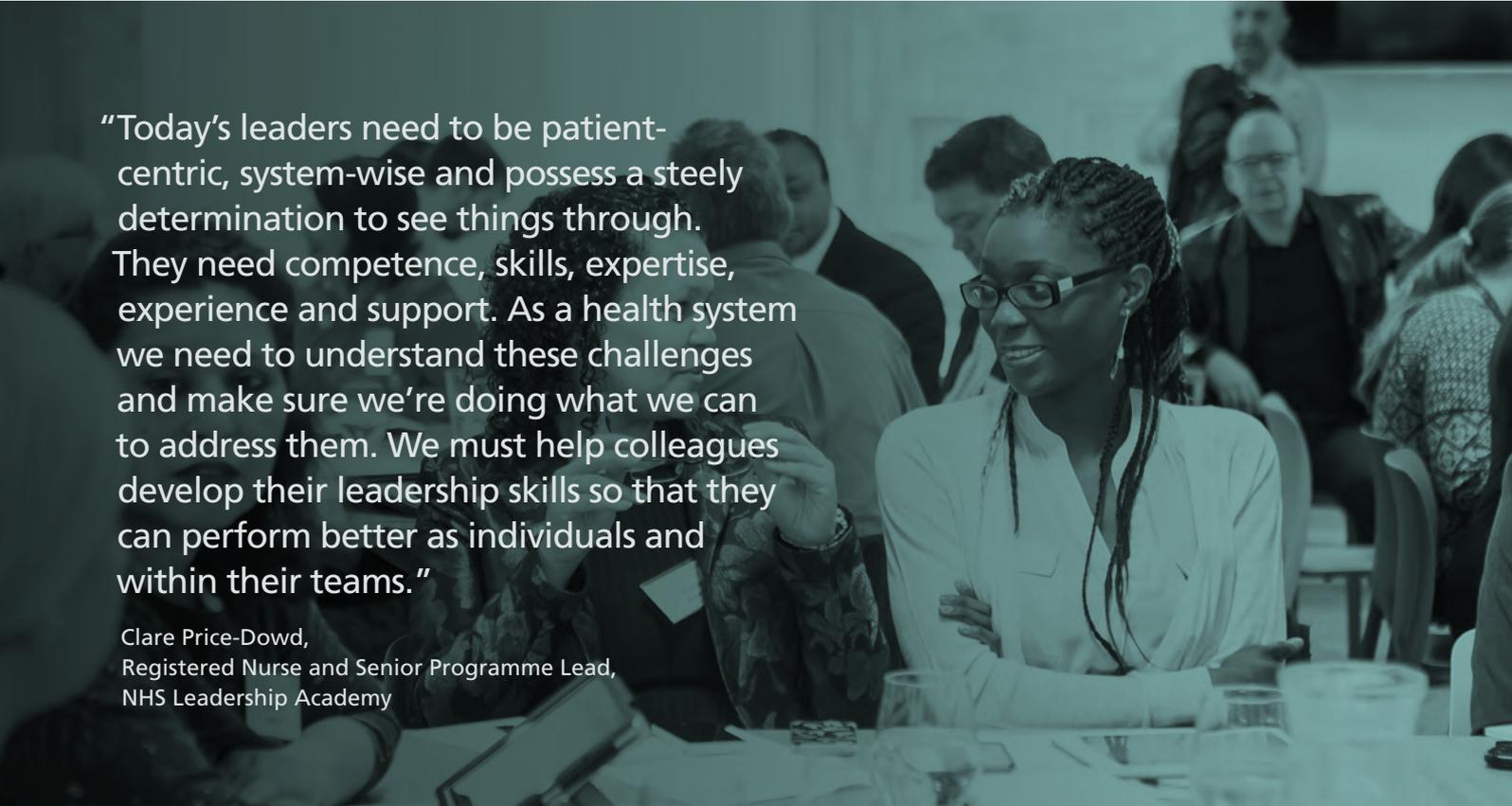
Our partner organisations are: Colchester Hospital University NHS Foundation Trust, East of England Ambulance Service NHS Trust, Essex Partnership University NHS Foundation Trust, Health Education England, MSB Group (Mid Essex Hospital Services NHS Trust, Southend University Hospital NHS Foundation Trust, Basildon and Thurrock University Hospitals NHS Foundation Trust) Princess Alexandra Hospital NHS Trust, Provide (Community Interest Company)

Mary Seacole programme

The Mary Seacole programme is an innovative and inspirational leadership development programme from the NHS Leadership Academy. Specifically for those newly in or aspiring to be in a formal first time leadership role, the six-month-long programme has been exclusively designed and developed for people working in healthcare.

During the programme, participants will cover a total of 12 units which provide a blend of practical leadership and management skills. The first 8 units cover leadership fundamentals and build on each other as the programme progresses, while units 9 to 12 relate to the core management skills of finance, HR, recruitment and selection, appraisals and annual reviews.

The programme provides the balance between learning the theory and putting it into practice, empowering people to turn their success into consistent team success and to champion compassionate patient care.



“Today’s leaders need to be patient-centric, system-wise and possess a steely determination to see things through. They need competence, skills, expertise, experience and support. As a health system we need to understand these challenges and make sure we’re doing what we can to address them. We must help colleagues develop their leadership skills so that they can perform better as individuals and within their teams.”

Clare Price-Dowd,
Registered Nurse and Senior Programme Lead,
NHS Leadership Academy

Benefits of supporting an application

The programme will prepare participants for the demands of leadership in the healthcare system today – and into the future. It will provide them with the theoretical knowledge and practical understanding needed to deliver inspiring leadership.

Organisational benefits include:

- A positive impact on patient care by helping staff reach their full potential
- Participants bringing positive and productive changes within their teams, services and patients in areas such as increasing staff morale and improving patient experience
- Increasing the number of inspiring and innovative leaders in the organisation's talent pipeline for better succession planning
- A healthier degree of leadership skills throughout the organisation rather than just at a senior level
- Demonstrating improved leadership practices thus having a greater positive impact on organisational culture and inclusive, patient centred care
- Building a powerful, regional and national support network of like-minded, influential first-time leaders

Upon completion of the programme, participants will be in a position to showcase their leadership learning and have the confidence in themselves to positively influence their teams and organisations.

Who should I encourage to apply?

The Mary Seacole programme is for first time leaders in healthcare, or those aspiring to their first formal leadership role

The programme is aimed at those:

- Looking to move into their first leadership role
- Newly in a 'formal' position of leadership with responsibilities for people and services

You should consider your own objectives, that of the team/service you work with, those of the organisation and look at how your employee participating on the programme could support these.

How can I support my team member?

The process begins with a talent management conversation between you and your team member to discuss how the programme can unleash their potential.

Agreements should be made to allow your team member time to participate in all programme components, attend face to face activities, provision of study leave as appropriate, providing the opportunity, space and support for them to bring their learning back to the workplace.

Your team member may also wish to talk to you about their learning and development experience and you can check how they are getting on as the programme moves forward. In your discussions with your team member you should ask them about their progress, what support they may need from you, and give any advice that you can provide as a leader yourself.



“Everything I learnt was essential and relevant to my role... I was able to realise what some of my strengths were as well as areas which I required development in as a leader.”

Abena Akom,
Registered Nurse,
Guy's and St Thomas' NHS Foundation Trust

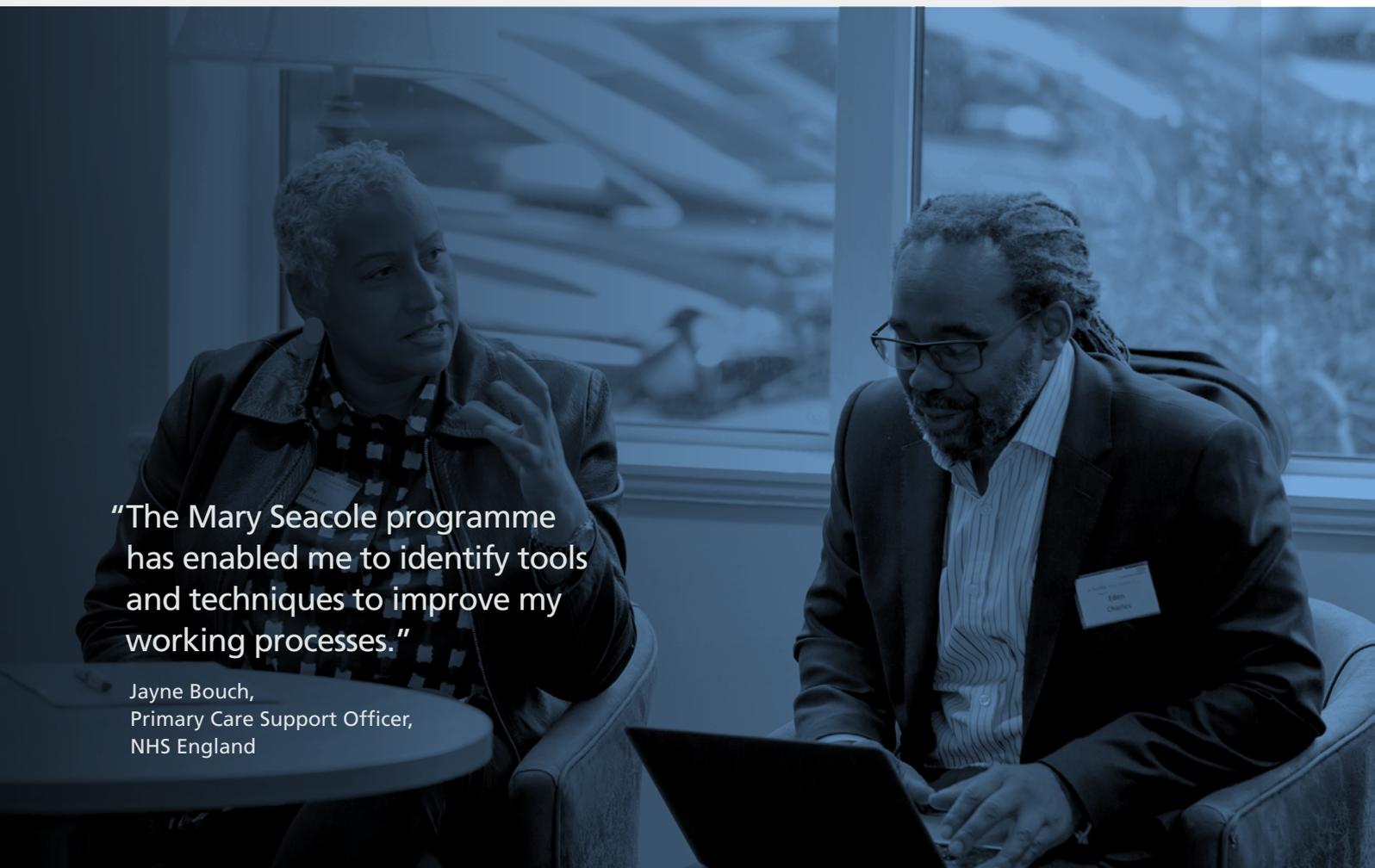
Cost

The programme costs £150 per person and is usually fully-funded by the employing organisation. Should this not be the case, there may be an opportunity for a participant to self-fund.

Applicants should check the funding process with their organisation before applying.

Contact

To find out more, please contact Learning and Development Lead in your organisation or email leadership.eoe@hee.nhs.uk



“The Mary Seacole programme has enabled me to identify tools and techniques to improve my working processes.”

Jayne Bouch,
Primary Care Support Officer,
NHS England