



Leadership Academy

MARY  
SEACOLE  
LOCAL  
PROGRAMME

# Local

## Participant Guide



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# Introduction

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.

The programme provides the balance between learning the theory and putting it into practice, empowering you to turn your 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

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# Mary Seacole Local

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)

**By working with these organisations, we will:**

- Provide a first leader programme of exceptional quality; the design and deployment of which an individual organisation would be unlikely to be able to fund alone
- Enable organisations to deliver a programme close to the frontline, with local context in the local setting



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# Programme benefits

As a participant on the programme, you will:

- 1** Gain the practical knowledge and skills to successfully handle the demands of a first-time leadership role

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- 2** Improve your personal impact to help drive progress with your team and organisation to build a culture of patient-centred care

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- 3** Learn innovative, up-to-date leadership approaches and techniques from world-class healthcare experts

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- 4** Put theory into practice to make an impact within your role

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- 5** Build a powerful regional and national support network of like-minded influential leaders

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# Who's the programme for?

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

It's for you if you're:

- Looking to move into your first leadership role
- Newly in a 'formal' position of leadership with responsibilities for people and services
- Able to relate what you learn to your workplace

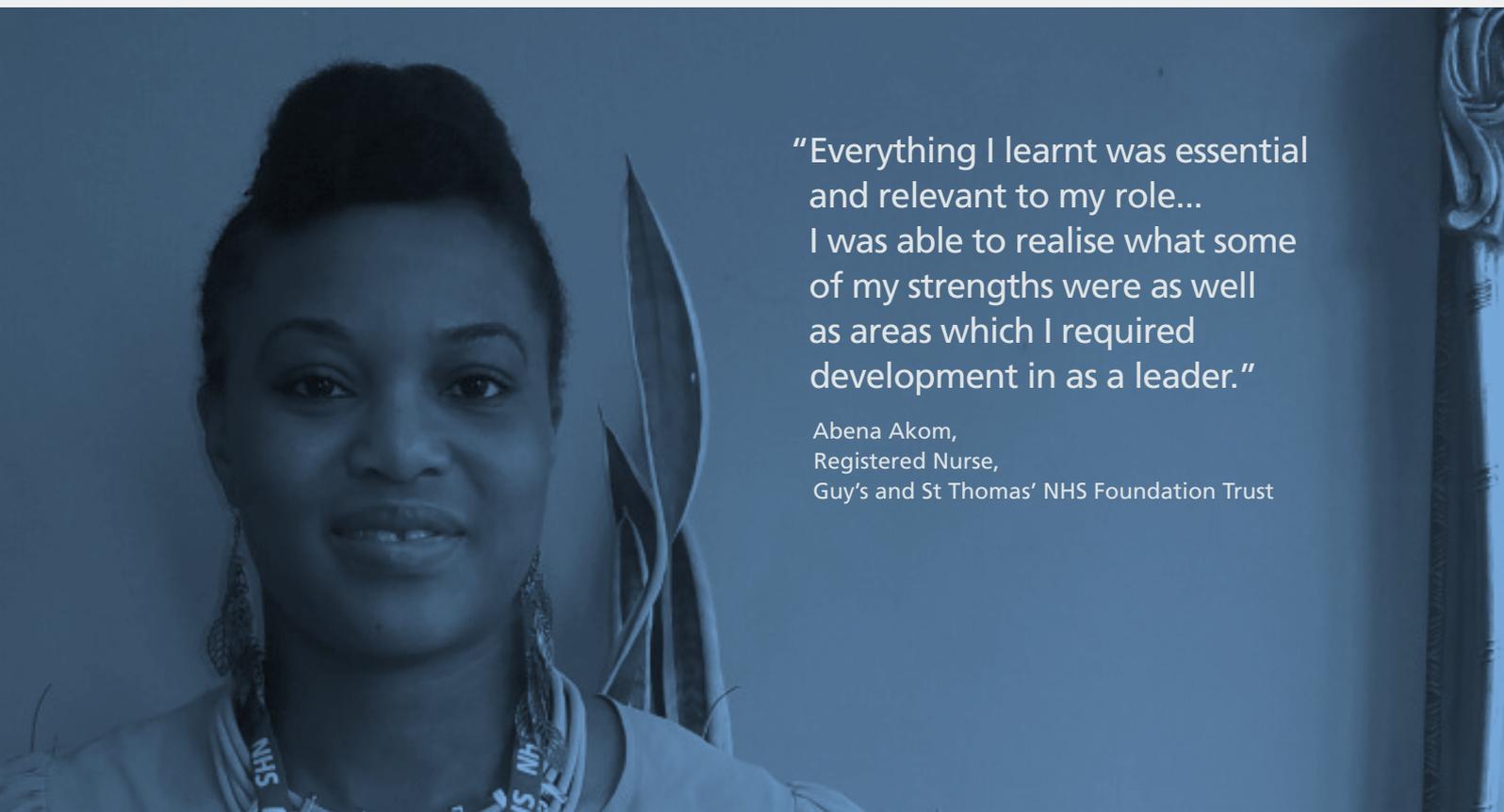
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# Programme overview

The Mary Seacole programme is a six-month long leadership development programme.

The programme will prepare you for the demands of leadership in the healthcare system today – and into the future. It will give you the theoretical knowledge and practical understanding needed to deliver inspiring leadership. During the programme, you'll cover eight units of study on leadership fundamentals along with four further units that relate to core management skills.

The learning methods are a cutting-edge blend to keep you inspired and motivated through a virtual campus and face-to-face development. And to keep it all fresh and current, you've also got the latest thinking from world-class experts. At the end you'll emerge from the programme with the professional skills to thrive in your leadership role, and to play your part in building a more compassionate NHS.



“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

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# Learning and commitment

During the programme, you'll 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 amount of time you'll need to dedicate to your self-led study is typically five hours per week.

Assessment is through undertaking online activity, attendance at workshops, making at least two meaningful contributions to online discussions per unit, and the submission of a 2,000-word reflexive assignment drawing on the learning and development you have undertaken.

There are three core learning methods:

## Work-based learning

Work-based learning is an important part of how the learning methods are applied in practice. The method takes its focus on the work you're already doing and uses this as the basis for your learning. Much of your online learning will relate to your work place. It focuses your attention on what's practical and helps to lighten the study workload, as some of the learning is within your day-to-day job.

## Face-to-face learning: workshops

There are three one-day workshops during the programme. The focus of these workshops will be on your personal and behavioural development in context. They take full advantage of face-to-face group work, experiential and simulation learning activities, and social networking opportunities.

Attendance at these workshops is mandatory. Please make sure you can attend all three workshops.

## Online learning (virtual campus)

The virtual campus has been designed to feel like an inviting space; delivering what you need in an interactive learning environment.

It's where you'll find all the resources you'll need for your studies. It provides a range of different learning formats such as e-learning, simulation events, videos, surveys, electronic journals, books, discussion forums, and more.

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# Award

Upon successful completion of the programme, including your online forum contributions and the submission of your 2,000 word reflexive assignment, you'll receive a NHS Leadership Academy Award in Healthcare Leadership.

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**"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

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# Mentoring and coaching

From the start of the programme, participants will be offered mentoring and coaching by the East of England Leadership Academy.

Mentoring support is available to help guide, advise and develop you. Our register has over 100 mentors from different professional backgrounds and organisations. Please visit <https://mentoring.eoe.hee.nhs.uk/> for more information.

Coaching support is available to help you work on a topic, issue, dilemma or goal to enhance and enable planning, improvement and taking action. Our register has over 100 accredited coaches for one-to-one coaching.

Please visit <https://coaching.eoe.hee.nhs.uk/> for more information.



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## Cost

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

Please check the funding process with your organisation before applying.

## Application process

Before applying, speak to your line manager to get their support. They should agree to allow you time to participate in the three one-day workshops and provide the opportunity, space and support for you to bring your learning back to the workplace.

You may also want to talk to your line manager about your learning and development experience and provide an update on your progress as the programme moves forward.

### How to apply

For information on how to apply, please contact [Learning and Development Lead](#) in your organisation or email [leadership.eoe@hee.nhs.uk](mailto:leadership.eoe@hee.nhs.uk)

