

Working at Scale: A Practical Leadership Skills Programme for Leaders in Primary Care i.e., Practice Managers, PCN Managers & Business Managers 2023

“This programme has stimulated and activated a lot of advice and learning, helping me to reframe my skills and abilities in the context of my current role”

The East of England Leadership Academy are delighted to announce the ‘Working at Scale programme’ to support and development leaders in Primary care such as Practice Managers/ Business Managers / Primary Care Network (PCN) Managers who are finding new ways of working that will enable them to meet the increasing challenges and demands placed upon Primary Care/Practice - ‘Working at Scale’.

The purpose of the programme is for leaders in primary care to have an opportunity to step away from their busy operational environment and spend time networking, sharing best practice and working ‘on their local healthcare environment’ rather than ‘operationally in it’. It is not about how to carry out the role as a Practice Manager, PCN Manager or Business Manager, rather it will cover how to develop the skills that will support you to be effective in the role and to enable you to connect with other Primary Care Managers to help build a regional support network.

Specifically, the programme aims are to:

1. Provide a robust learning environment to develop ideas, strategies, skills and tools to drive Primary Care Networks/Practices forward, as appropriate
2. Give time and space away from the busy operation to help shape, plan build and deliver change within the PCN/Practice and more widely within your Health and care System
3. Work with others on common challenges within Primary Care and develop ways of working in collaboration, co-production, and joined up thinking
4. Develop and enhance leadership skills, systems and strategic thinking, and how to engage others in change
5. Enhance and develop a personal network of leaders in Primary Care well as healthcare leaders and decision makers

The programme will consider the nature of the role and reflect on the rapid changes COVID has brought about to the way PCNs needs to work and move forward. It is designed to equip leaders in primary care with the tools, skills, strategies and networks to lead, manage and influence change. It will create time to consider how PCNs and the [Fuller Stocktake Report](#) are shaping the way healthcare is delivered locally, regionally and nationally, and to support the voice of the leaders in primary care in the Integrated Care Systems.

Attending the Programme

This programme will be delivered virtually using the Teams platform and the focus will be on creating a learning environment that is engaging, interactive, informative, supportive, challenging and practical.

Throughout the programme participants will be encouraged to learn and work collaboratively, sharing ideas and developing a sense of unity and understanding. They will be introduced to the latest thinking and will broaden their understanding of the different perspectives of stakeholder groups, enabling them to make more informed decisions around working in collaboration with others.



During the programme participants will have the opportunity to work in small groups on a change theme where they can apply their knowledge and skills in an improvement project. Participants will also have access to Aspire’s Digital Learning Hub, an on-line training platform designed to enhance the remote learning experience, and includes access to a range of management tools, programme handouts, videos, questionnaires, further reading material and personal learning activities (a range of pre and post workshop activities) to embed learning in a supportive and practical way.

The programme is led and facilitated by experienced tutors from Aspire Development who have been developing and delivering this programme over the last 3 years. Throughout the programme you will have the opportunity to listen to and share ideas and experiences with guest speakers and subject matter experts in healthcare.

Workshop	Workshop overview	2023- Cohort 1	2023- Cohort 2
		09:30am-12:30pm	09.30am – 12.30pm to follow)
M1- Strategic Leadership – The Big Picture	An opportunity to collectively get to grips with the present and future priorities and challenges for primary care with a focus on strategic thinking, planning and developing a vision. Identify priority areas of personal focus (work-based project/initiatives) to move forward during the programme.	19th January	31st January
M2- Leading Primary Care	To develop the leadership skills required to build high performing teams at scale for the benefit of patients and communities, whilst maintaining wellbeing, effectiveness and EDI. To think about personal impact on workplace culture and demonstrate Compassionate and Inclusive Leadership.	8th February	21st February
M3- Strategies for Collaboration and Influencing	To recognise local/regional opportunities for collaboration, multi-disciplinary working within integrated care systems, and effective resourcing. A focus on wider community perspectives and on health inequalities. To understand own working preferences, building on strengths and using a diagnostic tool to appreciate behaviours of self and others. To develop influencing strategies to build confidence in interactions with stakeholders	2nd March	14th March

	and decision-makers when working more broadly across teams, networks and systems.		
M4- Leading Change	To understand the drivers of change and develop the skills needed to lead transformational change of people and process. To gain insight into the 'what' and 'how' of tools to support change/project initiatives. To increase understanding of technological advances which are shaping future healthcare.	21st March	30th March
Finale Event	An opportunity to share experience, project progress, learning and to plan 'what next', taking ownership of personal performance (attended by key regional Primary Care stakeholders). It will also be used to put in place Action Learning Sets and/or a platform for ongoing peer support.	19th April	25th April
	All events will run on Teams from 09:30 to 12:30 You must be available on <u>all</u> the above dates		

Please book your place please [clicking here](#)

Closing date for applications: **Friday 18th November 5pm 2022**

Confirmation for successful applicants: **Monday 21st November 2022**

