

East of England  
**Diagnostic Workforce Leaders**  
Development Programme 2023



**As a clinician or manager working in diagnostic services you are at the forefront of developing and leading new service delivery models as well as transforming the way key enablers such as clinical pathways, commissioning and contracting and new community diagnostic centres are organised and managed. This agenda has been stimulated by the findings of Sir Professor Sir Mike Richard's independent review of Diagnostic Services for NHS England, Recovery and Renewal (November 2020).**

**The key enabler to delivering this challenging agenda is you and we want to ensure you are supported to develop the required leadership skills, behaviours, and ways of working.**

### **Supporting you**

We are pleased, as a collaborative offering between East of England Leadership Academy, Health Education England and NHSE Regional Diagnostics Transformation Team to invite you to participate in the Diagnostic Workforce Leaders Programme. This is a fully funded programme the majority of which will be delivered through an on-line platform with on-going access to a shared collaborative working space.

### **Is this for you?**

The programme is open to all managers, leaders and staff in imaging, pathology, endoscopy, Physiological Sciences, and genomics who recognise the significant challenges and opportunities ahead to delivering service transformation as well as dealing with the backlog of waiting patients and increased demand. All within the context of developing integrated care systems.

You must be curious and open to thinking about different approaches to service delivery as much as considering your own leadership approach - building on the best of you and taking up some new behaviours too.

It is an opportunity to:

- **Reflect on your working preferences and impacts thinking about what you might do differently and what you might do more of - maximising the best of you**
  - You will complete a working preferences profile followed by an on-line 1hr feedback session to help you shape your leadership development journey.
- **Hear about leadership theory and theory into practice: the best and current thinking linked to your work environment**
  - You will attend six 1 hour webinars (see topics overleaf).
- **Apply your learning to your current and developing working practices**
  - You will be part of an eight-person Application Learning Group (ALG) that will meet on-line for 2 hours, five times over the duration of the course.
  - ALG membership will be organised in alignment with the key enablers, and you are invited to indicate the areas which are likely to be most relevant to you.

## What will be covered in the Webinars - a taster ...

Understanding of self and core purpose (self and system) - the beginning of the leadership shift that embraces management competencies and provides stretch to new ways of leading & being.

Understanding of System Dynamics and how to have greater impact. Working with complexity and wicked problems; understanding group and team dynamics; collaborating from a position of collective responsibility for patients and citizens; facing into difficult conversation with authority, presence, and impact.

Maintaining your energy and Well-being

## What will be covered in the Application Learning Groups

Rooted in the challenges facing diagnostic services including supporting urgent and emergency flow, and elective recovery, you will select one of the following enablers on which to focus your attention, alongside colleagues with similar challenges.

- Workforce transformation
- Community Diagnostic Centres development
- Digital Diagnostics
- Developing Clinical Pathways
- Using Data better
- Improving Productivity
- Horizon Scanning
- Changed ways of doing business: business planning, commissioning and contracting

## Time commitment in Summary

You will be required to:

- Attend an in-person launch and induction event 10.00 - 16.00, 21 March 2023 at (Venue to be confirmed)
- Attend six on-line 1 hour webinars (see the application form for exact timings)
- Attend five on-line 2 hour Application Learning Group sessions (to be agreed by your group with your facilitator)
- Completion of an on-line profiling tool (30 minutes) followed by attending a 1 hour online feedback session.

In addition to set sessions you will want to carve out time for reflection, completion of 1,500-word reflection assignment, and contribute to the on-line discussion forums.

## What Next?

**Come to the on-line taster sessions on 25 or 31 January 2023 to find out more.**

**To register your interest for one of these sessions please contact:**

[amber.ramans-harborough@leadershipacademy.nhs.uk](mailto:amber.ramans-harborough@leadershipacademy.nhs.uk)

**Complete your application form and secure sponsor support to attend all sessions.**

