

Welcome

**Emerging Leaders Programme
2011**

Aims for the day

- To have a grand opening
- For everyone to meet everyone: Emerging Leaders, Sponsors, Programme Facilitators, EMLA people, Programme delivery team
- For all to understand their role
- To think about and align expectations
- To begin the development work of the programme

- Emerging Leaders and Programme Facilitators:
Here all day until 17.00
- Sponsors: here until after lunch 14.00

EMLA Team

- Rachel Muntou Director EMLA
- Lyndsay Short Deputy Director EMLA
- Fiona Holt EMLA Associate, Emerging Leaders
- Charlotte Harris EMLA Emerging Leaders Programme Co-ordinator

Programme Delivery Team

- Anne Benson The King's Fund
- Caroline Duckworth Common Purpose
- Sarah Gale Common Purpose
- Martin Kalungu – Banda Common Purpose
- Kemi Togun The King's Fund
- Belinda Weir The King's Fund

Find a partner and take one minute to:

- Describe your journey here
- Tell the person something you do outside work
- Tell the person about a leader you have known who has inspired you / been important to you

Programme Overview

November 2011

January 2012

February 2012

March - July 2012

September 2012

LAUNCH

FOUNDATION
MODULE

COLLAB

WORKSHOP
AND PROJECT
SETS

CELEBRATION

Exchange visits work-based projects

Virtual learning

Learning partners, portfolios, sponsors

Guiding philosophy

- Working collaboratively with service users
- Working creatively with diversity
- Leadership with a purpose - that makes a difference for you and your organisations
- Developing your resourcefulness

Outcomes

- Increased confidence in your abilities as a leader
- Ownership of your own power and authority
- The confidence and commitment to lead by example
- The ability to form relationships with people from different organisations, disciplines and backgrounds
- Recognition of the resource and creativity that diversity brings.

- Knowledge of a range of practical tools, ideas, skills, approaches, methodologies
- A project which clearly leads to a positive impact on service user experience and contributes to the QIPP challenge
- A broader network of colleagues across the health economy
- Knowledge of the wider political context



Approaches to Learning



Learning Partners



We invite you to choose a learning partner to work with you for the duration of the programme.

The benefits of this are multiple:

- An additional source of challenge and support for ideas and thinking
- A chance to visit other organisations
- A chance to explore diversity

What can you do?

- Share your leadership development goals.
- Spend time shadowing each other.
- Agree to meet (or phone, Skype, face book etc) between modules and workshops.
- Use each other as a resource for information, ideas, connections.

Choosing your partner

The same or different?

- | | |
|---------------------------|-----------------|
| ➤ Role | Way of thinking |
| ➤ Professional background | Organisation |
| ➤ Client group | Gender |
| ➤ Ethnic background | Age |
| ➤ Geography | |

Now choose your partner



Your Personal Leadership Development Plan (PDLP)

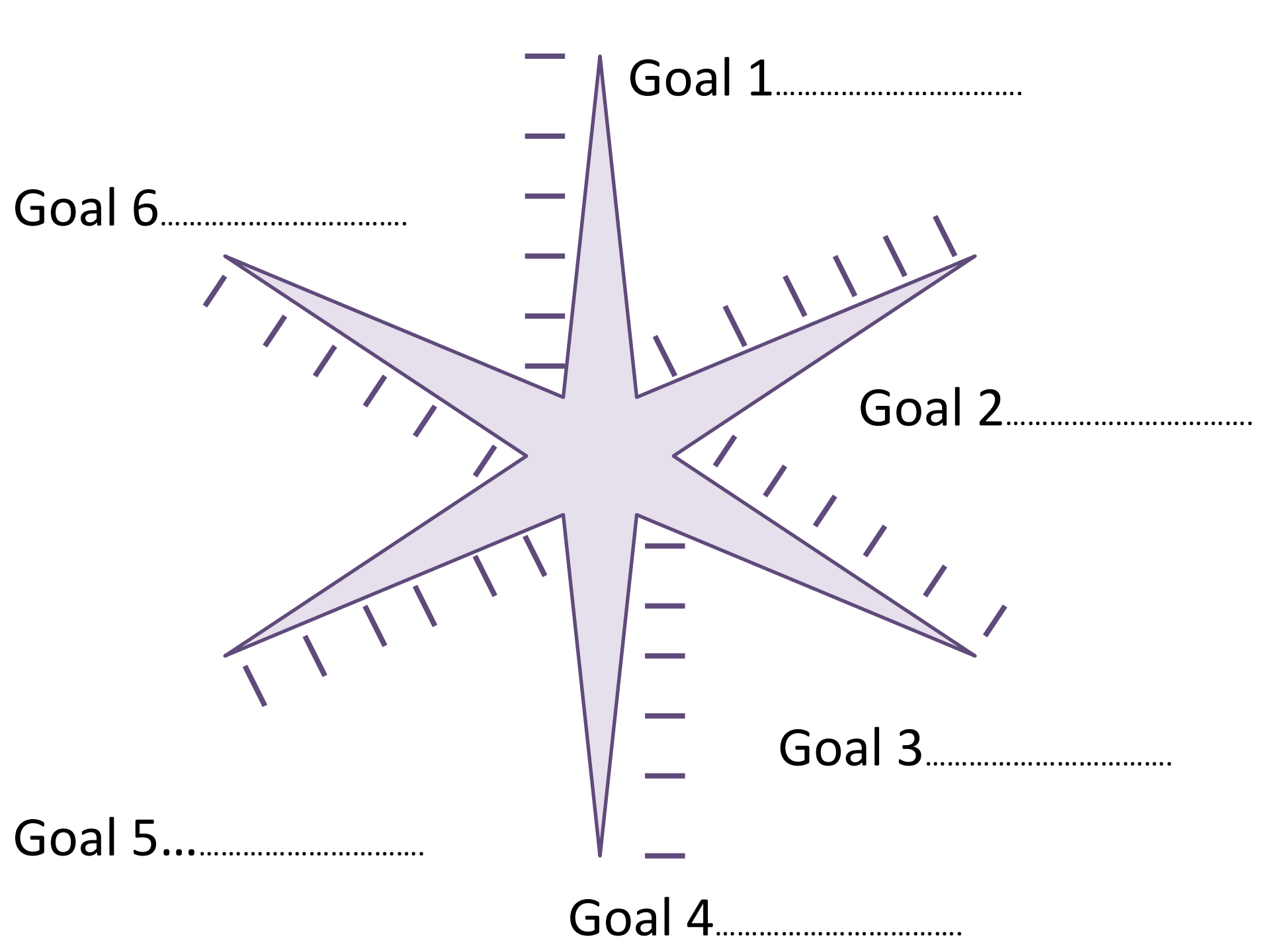
This will form the foundation for your individual learning as an emerging leader. It will include:-

- current skills and practice as a leader
- personal development goals to enhance your leadership skills and practice

Setting your goals

In the foundation module we will be asking you to identify your own leadership development objectives.

We will be asking you to identify **WHAT** you want to develop, **WHY** this is important, **HOW** you will demonstrate that you have achieved your objective.



Leadership development goals

Remember **S**pecific, **M**easurable, **A**chievable, **R**ealistic, **T**imely

✓ Goal 1.....

Review date

How will you know when you have achieved your goal

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What to do before the foundation module

- Complete your 360 feedback
- Talk with 3 service users / carers
- Make contact with and visit your learning partner
- Be acutely aware of leadership practice and make notes / reflections on what you see
- Understand your organisation