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 Munton, 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: Launch
January 2012: Foundation Module
February 2012: Collab
March - July 2012: Workshop and Project Sets
September 2012: 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
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
- Professional background
- Client group
- Ethnic background
- Geography
- Way of thinking
- Organisation
- Gender
- Age
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 Specific, Measurable, Achievable, Realistic, Timely

✓ 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