Mary Seacole

Local

Programme *(MSLP)*

*for first time leaders in healthcare*

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**Mary Seacole Local Programme**

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**Why is leadership important?**

Traditional solutions to the issues facing our health and social care organisations have focused on delivering interventions often in isolation from other parts of the system. The vision for the future requires organisations and individuals to work together across patient pathways and within new models of care across the whole system.

It should not be underestimated how huge the challenge of integrated health and social care is. Moving systems, organisations and individuals from stand-alone, target driven and individually regulated organisations towards collaborative, inclusive, outcome focused and risk managed systems whilst maintaining quality and compassion, as well as individual performance requires a different sort of leader.

**Programme Overview**

We are delighted to say that Lincolnshire were one of two counties who were successful in becoming the first adoption sites of Mary Seacole Local Programme.

The Mary Seacole Local Programme is a six month leadership development programme which was designed by the NHS Leadership Academy in partnership with global experts, the Hay Group, to develop knowledge and skills in leadership and management.

The concept of learning how to be a leader when you’re in the thick of your day to day responsibilities can seem rather abstract, but The Mary Seacole Local programme is grounded in reality and results in real workplace application.

It aims to provide the balance between learning the theory and putting it into practice. Designed for those looking to move into their first formal leadership role, or those new to first time leadership, it empowers people to turn their success into consistent team success and to champion compassionate patient care.

**Benefits – *for the individual***

* Encouragement to look within themselves for the right leadership style, rather than comparing them to others
* Increased awareness of themselves and their abilities, enabling them to more clearly identify:
  + Which styles fit their strengths
  + Their emotional intelligence and how best to use it
  + How their behaviours might impact on others
  + The authority, capacity and motivation to implement change
  + The tools to transform emotion into an asset
  + Greater self-awareness and emotional intelligence enabling them to work with others more effectively

**Benefits – *for the organisation***

* Better succession planning, due to having an increased number of capable leaders in the pipeline
* A wider pool of professional skills to draw on within the organisation
* Structured, evidence-based perspectives on decision-making which have a positive impact
* People with greater positive impact on organisation culture
* Leaders who have powerful strategies to achieve change
* A healthier degree of challenge throughout the organisation rather than just at a senior level

**Benefits – *for the system***

* Working with leaders from health, social care and third Sector
* Building leadership capability across the system
* Fostering leadership relationships outside traditional organisational boundaries

**Who is the Mary Seacole Local Programme for?**

The Mary Seacole Local programme is for first time leaders in health, social care and third sector. It’s for you if you’re:

* Wanting to improve health and social care outcomes for the people of Lincolnshire through great leadership
* In a ‘formal’ position of leadership with responsibilities for people and services
* Able to relate what you learn to your workplace

**What you’ll experience**

The Mary Seacole Local programme is six months long with 100 hours of online study, plus three virtual behavioural workshops delivered locally by highly experienced and skilled leadership facilitators, drawn from across the Lincolnshire system.

* The Academy’s virtual campus, which includes programme films, interactive content, discussion forums and online resources
* Three one day virtual skills workshops working with expert facilitators delivered around the country

**Your commitment to the programme**

 The programme is delivered in 12 units, each taking five-ten hours of online study time.

* Units 1-8 covers leadership fundamentals and build on each other as the programme progresses
* Units 9-12 are flexible and can be taken at any point in the programme. These relate to the core management skills of:
  + Fundamentals of Finance
  + Recruitment and selection
  + Fundamentals of HR
  + Appraisals and annual review
* Assessment is through undertaking online activity, attendance at all three virtual workshops, contributing to the online discussion forums throughout and submission of a 2,000 word assignment demonstrating how you’ve developed and applied your leadership.
* Successful completion will lead to an NHS Leadership Academy Award in Healthcare Leadership.

**Further information for Cohort 29**

As part of the programme **you will need to attend all three workshops** that are mentioned above, see dates below. If your application is successful, you will be invited to attend a ‘Meet and Greet’ session to meet the rest of your cohort and the facilitators. *Your manager must accompany you to the ‘Meet and Greet’*. We are hoping to make all applicants aware if they are successful or unsuccessful within a week of the closing date depending on the volume of applicants.

**Meet and Greet** Tuesday 21 February 2023 @ 1.00pm3.00pm via MS Teams

**Cohort start date** 27 February 2023 (Virtual Campus access opens–no virtual

meeting)

**Workshop 1**  29 March 2023

**Workshop 2**  23 May 2023

**Workshop 3** 17 July 2023

**Assignment hand**

**In date**  29 August 2023

**Drop In Clinics**

This is a chance for you and/or your manager to meet with the cohort facilitators and ask any questions you may have about the programme. Sessions for this cohort will take place on:

**Thursday 5 January @ 10am** [Click here to join the meeting](https://teams.microsoft.com/l/meetup-join/19%3ameeting_MmI3OGRjMzgtMTk1Zi00OTZkLWE5ZmYtNTQxNjE0YzE5MzQ5%40thread.v2/0?context=%7b%22Tid%22%3a%2281904315-5441-442d-b4ed-7170d5ab2b1b%22%2c%22Oid%22%3a%22821118aa-2e12-4bf3-b214-8b06ce211f84%22%7d)

**Wednesday 11 January @ 1pm** [Click here to join the meeting](https://teams.microsoft.com/l/meetup-join/19%3ameeting_MWI3ODFhZWMtNmI5Ny00YzkzLWI1NTItYzZmZGMzYWJmOTkx%40thread.v2/0?context=%7b%22Tid%22%3a%2281904315-5441-442d-b4ed-7170d5ab2b1b%22%2c%22Oid%22%3a%22821118aa-2e12-4bf3-b214-8b06ce211f84%22%7d)

**Guidance for your Application**

The guidance below is for you to follow while completing your Application Form for the Mary Seacole Local Programme. Please ensure you read through this as we would want you to be successful with your application.

* **Closing date for the Application is 12noon on Monday 16January 2022.**
* Application form **MUST** be typed and not handwritten
* An electronic signature is fine *i.e. just your initials and surname*
* **PLEASE** take time and effort in completing the form. This allows the selection panel to understand and know all the relevant and right information needed to make decision on candidates for the course.
* When giving evidence on your application form please ensure you give specific examples of how you meet the criteria.
* **PLEASE** make note of the dates detailed above. This includes the ‘Meet and Greet’ and the workshops.
* You **MUST** attend all workshop dates so if you are not able to do this due to annual leave please apply for the next cohort

If you have any further questions or queries please contact

[educationandlearning@ulh.nhs.uk](mailto:educationandlearning@ulh.nhs.uk)