



**HEALTH  
EDUCATION  
ENGLAND  
EAST OF ENGLAND**

**LEADERSHIP DEVELOPMENT  
PROGRAMME  
DELIVERED BY  
BLEND ASSOCIATES LTD**

<https://www.ltdblend.com>



# COURSE OVERVIEW

The course takes the participant on a journey of discovery of themselves as a leader, beginning with their MBTI feedback and exploring leadership styles, focusing on authentic leadership in the current context. This is then further developed to encourage participants to think about how they lead a team and how they lead as part of a system. There are also three modules covering personal impact, the principles of project management and a finance masterclass. Two Action Learning Sets take place during the programme, enabling participants to have a safe space to work with peers to find solutions to take back to the workplace and translate into action.

This leadership development course has been designed for new and existing managers and leaders. Participants undertake MBTI and receive a feedback session to help them identify their current strengths and areas for development. They are then encouraged to use this information during each module of learning to identify how they might need to flex and adapt to become the leader they want to be.

A journal is provided at the start of the course to enable participants to record their learning and reflections. This can be used at the end of the course to facilitate the writing of a reflective essay to enable participants to embed their learning and actions and recognise their improvement journey.

Participants' journeys are measured through a pre-course survey, along with a short survey following each module and a final evaluation at the end of the course. A report is provided summarising the learning and any future development that may be helpful to the organisation or to learners.

The course has been accredited which will enable participants to receive CPD credits as part of their leadership development.



# MODULE INFORMATION

## **MBTI Feedback Sessions**

All participants will undertake an MBTI, and receive feedback from a trained facilitator in order to understand their current strengths and development areas. The participants will be encouraged to use their MBTI feedback throughout the course, in order to recognise where they need to further develop their leadership skills.

## **Module 1 - Leadership and Self Facilitator Overview: Tracey Cogan**

Tracey is a qualified coach, focusing on leadership development. She has undertaken a range of senior leadership roles in the NHS over the past 20 years and most recently has been a Director at NHS England in the East of England. Tracey is an associate member of the European Mentoring and Coaching Council (EMCC).

### **Learning Outcomes**

1. To understand leadership styles and models, focusing on authentic leadership
2. To appreciate the current context for your leadership and the styles and models that suit this
3. To use your MBTI feedback and learning about leadership styles and models to determine your preferred leadership style
4. To identify what actions you want to take, to further develop your leadership

## **Module 2 - Personal Impact Masterclass Facilitator: Christie Jennings (Practiv)**

Christie is a facilitator, trainer and coach. She specialises in experiential learning and puts practice at the heart of all her work. Christie has designed and facilitated on large group events for the Civil Service, as well as for IPO, Home Office, and an array of other programmes. Christie has also worked on several NHS leadership initiatives and regularly works with the Kings Fund.

### **Learning Outcomes**

1. To gain a greater understanding of how you are perceived
2. To become more confident through exploration and practice
3. To get feedback and learn from observing others
4. To channel your nerves into positive energy
5. To create a congruence between your emotional, physical and vocal energy
6. To become more dynamic and present in meetings and presentations

# MODULE INFORMATION

## **Module 3 - Leading a Team** **Facilitator: Amanda Reynolds**

Amanda has developed expertise in public sector strategic leadership with a record of accomplishment over 30 years. She now runs her own strategy and coaching practice Blend Associates Ltd. She regularly blogs about leadership and has assisted many leaders as a coach and mentor to further develop their careers.

### **Learning Outcomes**

1. To use your MBTI feedback to help you understand your team styles, decision making, and leadership style
2. To understand what is a team and how to lead a team
3. To use simple self-assessment models exploring teams to better understand your current team
4. To think about decision making in context of the three brains
5. To identify what actions you want to take to further develop your team leadership skill set

## **Module 4 -The Principles of Project Management and Quality Improvement** **Facilitator: Sarah Massie**

Sarah is as a leadership and organisational development consultant, coach and coach supervisor. She has almost 30 years' experience in the NHS, most recently at NHS East of England, where she was responsible for talent management and leadership development and five years as a senior consultant at the King's Fund.

### **Learning Outcomes**

1. To define project management and quality improvement
2. To describe the components of QI and Project Management
3. To define measurement for improvement
4. To debate when it is a project vs an improvement

# MODULE OVERVIEW

## **Module 5 -Reflecting on Self and Team** **Facilitator: Amanda Reynolds**

### **Learning Outcomes**

1. To use your MBTI feedback to help you understand your conflict style, stress, and approach to change
2. To reflect on the current context & challenges leading NHS teams and what lessons you can take from the last year to impact your effectiveness
3. Consider how to be a great team player - Rebel ideas
4. Identify Conflict and how best to handle it in teams

## **Finance Masterclass** **Facilitator: Matt Colmer**

Matt is Blend's Director of Finance, and an experienced NHS Finance Director.

### **Learning Outcomes**

1. To provide an overview of NHS funding
2. To understand the role of the finance department
3. To understand the principles of budget management
4. To understand the role of the budget manager and how to use a budget statement

## **Action Learning Sets 1 & 2** **Facilitator: Tracey Cogan**

Action learning sets are a simple and powerful way for individuals to learn from each other. Action learning is a process which involves working on real challenges, using the knowledge and skills of a small group of people combined with skilled questioning, to produce fresh ideas and reinterpret familiar concepts.

### **Being part of an action learning set offers you:**

- A Space for individual reflective learning
- Learning to take back to the workplace and translate into action
- Support and challenge from peers
- A chance to find creative ways to bring about change
- A chance to test beliefs and assumptions and learn what works
- A safe environment to explore new ways of thinking and doing Personal, as well as professional, learning and development
- Insight into how others achieve different solutions
- A chance to progress new opportunities and develop new ideas

- Source: <https://www.intrac.org/wpcms/wp-content/uploads/2016/09/Action-Learning-Sets-An-INTRAC-guide-1.pdf>