

NHS Leadership Academy

Nursing and Midwifery Development Programmes



What our client wanted

Partly resulting from the Francis Inquiry into Mid Staffordshire, there was an immediate requirement, with Department of Health funding, to design and deliver Nursing and Midwifery Development Programmes. Frontline's faculty members on the NHS Leadership Academy were asked to help design the programmes and then play a key role into delivery.

What Frontline did

Our consultants contributed to design and delivery of two programmes: Senior Operational Leaders and Front Line, supporting development of Bands 6 to 8 nurse leaders. The programmes themselves were designed around core modules for larger cohorts of 40-45 participants, with principal development for smaller Impact Groups of eight nurses and midwives. The development was built around insight into leadership styles resulting from intensive diagnostic. Nurse leaders had the opportunity to practice change conversations as part of the core programme, providing them with greater insight to changing leadership behaviour that benefits patient care.

Impact Group work was pivotal to the success of the leadership programmes. Our consultants provided a balance of behavioural change and knowledge of the context in which leadership takes place, with challenge and support for applied learning. Impact Group work took place in a variety of settings, providing both knowledge of nurse leadership in other NHS organisations, and how leadership compares and contrasts with the private sector – for instance, experiencing culture change programme at Heathrow's new Terminal 2, and the safety culture at Carillion's building site in Manchester.

What difference we made

Nursing and midwifery leaders particularly benefited from the challenge of leading change that will have a direct impact on improving patient care, and doing this in a way that gave them greater insight into their own leadership style and behaviour and a great understanding of the context within which the leadership takes place, and the self-belief to influence the wider system, one conversation at a time.

What our client said

"Our facilitator was excellent, perfectly picking up on the mood of the group, was generous with experience and set the group up very well."

Programme Participant

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