

Department of Health

National Allied Health Professionals Leadership Challenge 2010



What our client wanted

The 2009 AHP Leadership Challenge was seen as a success and there was strong support to run a similar event in 2010. The DH wanted to reflect priorities such as quality and productivity in the content design, as well as ensuring a robust impact evaluation framework to evidence added benefits to patient care and value for money. The 2010 competition provided a further 600 AHPs with an opportunity to explore how skills learned in clinical settings can be transferred into broader leadership contexts. This would help participants enhance their ability and motivation to address their leadership development needs and to then take lead roles in improving healthcare for patients across the whole system.

What Frontline did

For the second year, building on the lessons learned from last year, Frontline:

- developed 11 different health and social care scenarios for ten SHA-based local 'heats', and for a national final event; aligned with the national quality and productivity agenda
- designed an assessment toolkit to determine the best performing team at each event
- briefed and trained 110 assessors to apply the assessment materials at the events
- designed event evaluation materials and a reflective learning tool for participants
- facilitated the successful delivery of each event
- worked in co-production with the DH, the SHA AHP and leadership staff to ensure effective integration of Frontline's contributions within the design and delivery of the competition

What difference we made

The project met all its objectives and was again hailed as a landmark event for AHPs in England. The participating teams demonstrated an impressive calibre of leadership to many senior NHS leaders who were involved as assessors and guests. Individual participants were able to reflect on their learning and identify development needs for future leadership roles. We are currently working with participants from the 2009 and 2010 events to build a model for the evaluation of impact on better outcomes for patients and measures for return on investment. The tool is on the DH website http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_125817.

What our client said

"Frontline were, for the second year running, critical in ensuring the success of the AHP Leadership Challenge 2010. Their consistent, professional approach mixed with their ingenuity, innovation and flexibility ensured that the programme was a success and that we were able to capture the impact the programme had on not only the personal and professional development of around 1000 AHPs over 2 years, but also on patient care."

Lisa Hughes, Allied Health Professions Officer, Department of Health

