

NHS Employers

Leadership Development at SRFT

Leadership Development	Detail	Audience
LEO (Leading in Empowered Organisations)	3 Day Programme	Bands 4-8 All staff groups
Leadership at the Point of Care	3 day programme	Bands 1-4 All staff Groups.
RCN Clinical Leadership Programme	12 months duration, roughly 12 per cohort, average one cohort per year.	Bands 6-8 Nurses and AHP's.
Salford Royal FT Leadership Programme (replaced RCN CLP)	Increased to 20 participants per cohort.	Clinical Leaders and from 2014 managers of clinical leaders.
Development Centre band 6- 7 Clinical Leaders. To identify future ward managers.	Talent management identifying future ward managers. 1 day assessment with personal report.	Nurses and Midwives.
Fast Track Leaders programme for successful development centre staff above.	6 month fast track (1 calendar week per month over 6 months)	Band 6 sisters in preparation for band 7.
Development centre techniques for senior managers (ENVISION, Rachael Lewis)	To develop skills in assessment of talent. 2 days.	MD'S and AND'S/Senior managers.
Assessment Centres (x8) for Consultant talent for future Clinical Directors	Undertake multiple activities of assessment	Consultant Medical staff
Consultant Development Programme following successful candidates from assessment centres.	6 month duration	20 Medical Consultants.
Second Cohort after securing SHA funding – Consultants development programme		18 Consultants from initial assessment centre
Consultant Foundation Programme	Initially 4 day programme run in conjunction with MCHFT and SFT. Delivered for the first time in 2013 for just SRFT consultants.	Newly appointed Consultants (within first 2 years)
Bespoke Team Leader Development	1 Day programme	Bands 5-7
Coaching for line Managers	3 day programme	Team leaders and line managers, Bands 5-8
MBTI Team Development Day	1 day programme	Bands 6-7
MBTI Stress & Advanced MBTI Day	1 day programme	Bands 6-7

Managers Change Programme	Further development from LEO - planned for 2014. 3 day programme	Bands 5-8
Divisional nursing leadership development	12 month programme	Bands 5-7
Leadership at All Levels	3 day programme	Bands 1-4
Level 2 Apprenticeship in Team Leading	12 months	Bands 1-4, existing team leaders
Level 3 Apprenticeship in Management	18 months	Bands 1-4, existing line managers
Assertiveness Workshop	1 day programme	All Bands/staff groups
Intro to Coaching and Feedback	1 day programme	All bands/staff groups
Lunchtime Leadership Sessions	Topics include; Assertiveness, Self-Belief, Coaching, Motivation	All bands/staff groups
Development of coaches to coach staff	16 individuals from the Trust trained as foundation level coaches with i-coach academy	Bands 5-8