

What will be expected of you as a participant?

As you would expect, the programme requires a significant commitment of time and energy. We suggest applicants assume they will be required to invest the equivalent of two days per month over the course of 10 months of the formal programme. For the learning clusters, which are residential, these are full days e.g 9am to 8pm, as we will have some speakers joining us in the evening too. The residentials also offer you the opportunity to get to know your peers on the cohort and develop those all-important relationships!

Your readiness for the programme will be evident in your commitment both to your own learning and the wider cohort learning community. Also, in your interest in the programme's philosophy and approach, how far you are already reflecting that in your current work and, the part you want to play in bringing it to life in a more senior and system wide role.

In turn, we will ensure that you are able to fully explore whether the programme is right for you at this time and, if you do embark on Developing Senior Systems Leadership, that you are fully supported throughout.



Core Programme

The core programme will be followed by the cohort and our delivery approach will be diverse, engaging and include:

- Dialogue and inquiry with key speakers and leaders from inside and outside the Social Care, Social Work and Health system.
- Experiential learning activities.
- Live collaborative work on real system challenges.
- One to one coaching.
- A focus on health and wellbeing
- Networking opportunities, and
- Space for personal reflection.



Where possible, learning events will be delivered face to face as residential at locations that are as geographically accessible as possible.

We do ask you to note that we may need to adjust the balance of face to face and virtual learning in line with current government guidelines

Developing Senior Systems Leadership Faculty Team.

Core Programme

To illustrate the level of time investment required to take part, we have set out below the core programme elements and outlined indicative time required.

Core Programme Element	Description	Estimated Time Commitment
<p>Onboarding & working with your executive coach. Participants will have a learning experience tailored both to their own individual needs and the collective learning needs of the cohort.</p> <p>One to one coaching. With the support of your executive coach, you will establish a clear learning contract from the outset and will work with them throughout your learning journey on Developing Senior Systems Leadership.</p>	<p>Once confirmed on the programme, you will be matched with a coach to prepare for and onboard to the programme. You will work together to create a tailored, personalised learning contract and development plan for the programme.</p> <p>You will see coaching referred to as 'walking with the talent' in our programme overview. This describes exactly how we envisage the coach will work with you – walking alongside you through the programme to support you as and when you need it, helping you to reflect on your leadership and transfer your learning into everyday practice.</p>	<p>2 X Onboarding coaching sessions of 1.5 hours.</p> <p>As a guide - we envisage you meeting around 6 times in a way that is mutually agreeable, including the 2 onboarding coaching sessions). E.g. this could be a blend of face to face and virtual meet ups. 4 X1.5 hours</p>
<p>Group learning events. Based on '4 learning clusters' (see figure x pg). These are collections of learning content that have been identified during the inquiry phase as particularly important for building a community of systems leaders.</p>	<p>Launch Event Learning Cluster 1: Seeing the system and creating collaborative solutions.</p> <p>Learning Cluster 2: Developing leadership purpose, presence, and impact</p> <p>Learning Cluster 3: Pursuing Inclusivity</p> <p>Learning Cluster 4: Stepping up & Stepping into Board and senior level leadership.</p> <p>Final Sharing Learning event</p>	<p>1 Full day 2 days and 1 overnight</p> <p>2 days and 1 overnight</p> <p>2 days and 1 overnight</p> <p>2 days and 1 overnight</p> <p>1 Full day</p>
<p>Live collaborative work. In addition to applying your programme learning to your current role; you will work with a small group of cohort colleagues to identify and contribute to a piece of live collaborative work throughout the programme.</p>	<p>This is an opportunity to practice your developing leadership capabilities alongside your peer participants and attend to real system issues whilst on the programme. You will need to work across systems, forming alliances and collaborating across boundaries.</p>	<p>As a guide - your live collaborative work group will meet between 6-8 times across the programme, in a way that is mutually agreeable. This could be a blend of face to face and teams' conversations.</p>

Core Programme (continued)

Core Programme Element	Description	Estimated Time Commitment
<p>Sponsor Learning Opportunities. You will benefit from the active and committed sponsorship from your own organisation to participate and apply your learning in real time practice. See Sponsorship at its best below.</p>	<p>Sharing your development plan and agreeing how you will work together. Mentorship conversations with your sponsor. Shadowing Board & Committee meetings locally. Sharing learning from the programme with your team and other colleagues Taking on an element of executive portfolio</p>	<p>As a minimum you will be expected to have regular conversations with your sponsor about your learning and application in your own system. All participants will be expected to arrange to attend / shadow board and committee meetings as part of own personal inquiry in operating at this level.</p>
<p>Reading, Research and Reflective Practice</p>	<p>There will be core reading recommended for the programme and in support of specific learning clusters.</p> <p>We will also signpost to a broader reading list of articles, reports, podcasts, books of interest and relevance and to live collaborative work.</p> <p>Reflective practice is a key element of all leadership development work and this programme. You will be supplied with a journal and will be encouraged to journal reflections on key activities during the clusters and in relation to your coaching and live collaborative work.</p>	<p>Expectation is that over the course of the programme you will read the core texts and when directed to specific reading in preparation for learning events.</p> <p>In preparation for the final sharing learning event, participants will be expected to submit a one page leadership framework to their coach, that sets out their leadership purpose, values and core elements of their senior systems leadership in practice.</p>
<p>Additional learning activity to consider: Self-directed activity. This is initiated by you and/or with other interested members of the community to accommodate areas of interest. These could include exchange visits between your organisations, shadowing, interviews with senior leaders that you are particularly keen to learn from.</p>	<p>Examples might include: Insights visits Shadowing opportunities Contribution to Leading to Change and other learning communities in Social Care, Social Work and Health. Connections to broader system leadership communities – including leadership programme alumni. Sponsor/cohort leadership learning community.</p>	