University Hospital of South Manchester NHS Foundation Trust

LEAD Programme

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LEAD
LEAD EXCEL ACHIEVE DEVELOP

@UHSMNews

UHSM ACADEMY

What is LEAD?

- Supports our Leadership value “Leadership at all levels”
- Based on 5 Leadership Behaviours

Model the Way	• Clarify Values • Set the Example
Inspire a Shared Vision	• Envision the Future • Enlist Others
Challenge the Process	• Search for Opportunities • Experiment and Take Risks
Enable Others to Act	• Foster Collaboration • Strengthen Others
Encourage the Heart	• Recognise Contributions • Celebrate the Value and Victories

(Kouzes & Posner)

Flexible and Inclusive

41 modules in 3 phases since Jan 15

Blended approach: eLearning, workbooks, workshops, reading lists, top tips

Varied length of workshops: 2hrs – full day

Self enrolment and materials accessed via a central learning hub

Partnership approach with other departments as subject matter experts

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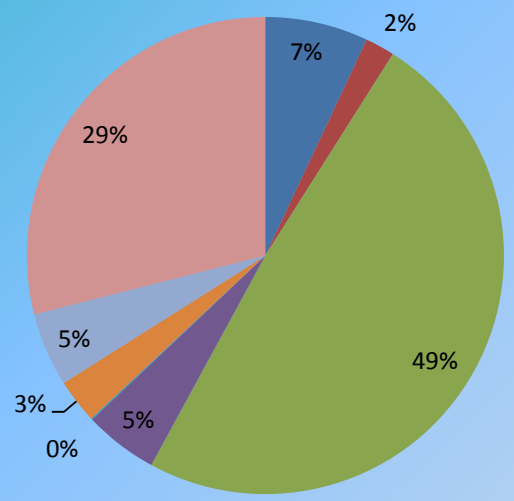
Why it works so well

- Focus on development to support colleagues
- Create an appetite for learning
- Accredited programmes
- Collaborative approach with other departments
- Effective use of team skills
- Bespoke requests encouraged
- Communicate, communicate, communicate!!!

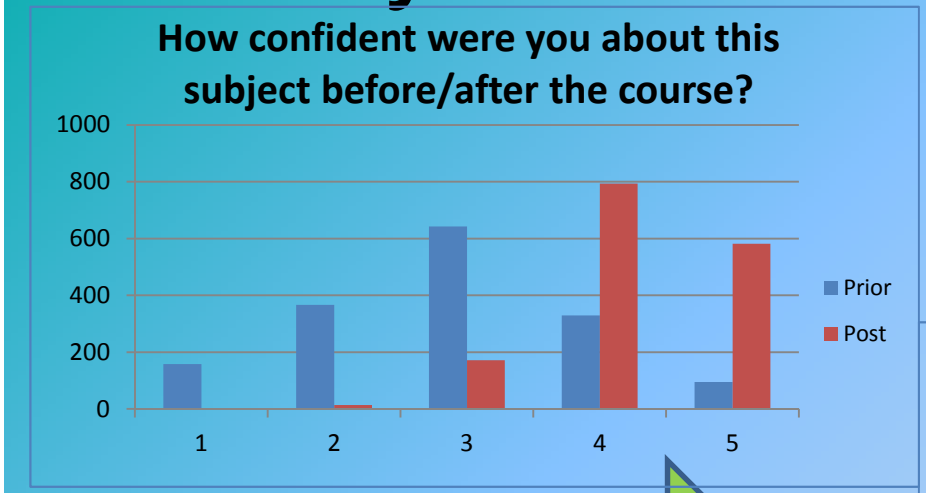
Inclusive and accessible

Attendance by Staff Group



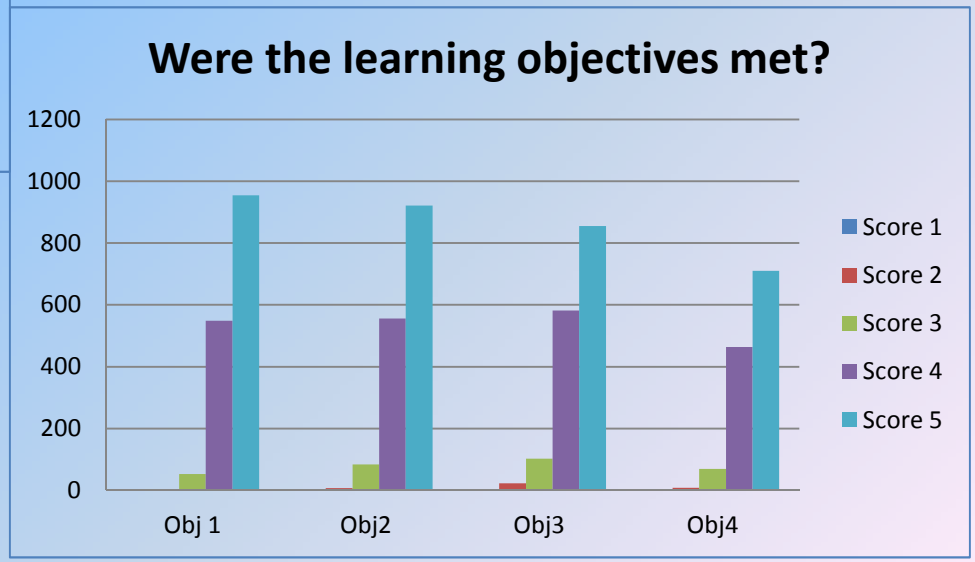
- Professional Scientific and Technical
- Clinical Services
- Admin and Clerical
- Allied Health Professionals
- Estates and Ancillary
- Healthcare Scientists
- Medical and Dental
- Nursing & Midwifery

Key Performance Indicators



98% of participants gained new knowledge or skills

62% shift from pre to post course confidence



Feedback

"Really enjoyed course. Good pace and learnt some good skills. Good size group as got to speak to facilitator more and felt really involved"

"Interaction and gaining ideas from colleagues, opportunity to ask specific questions, theoretical underpinnings"

"Really enjoyed the course and it was well delivered. Good to see UHSM see the importance of healthy mental wellbeing"

"Pitched at great level. Meets learning at levels for all, regardless of prior background"

"Very engaging and interactive and despite being in a very warm room, everybody stayed enthusiastic to contribute and awake!"

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Learning & Development

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