

Mary Seacole Local Facilitators Programme

An opportunity to become a Mary Seacole Programme Facilitator and to help your organisation and local system develop future NHS leaders by delivering a high-quality nationally recognised programme.





Introduction

The aim of the Mary Seacole Local programme is to enable our NHS organisations across the South East the flexibility to deliver a high-quality nationally recognised development programme on a local basis. This involves recruiting local facilitators who will be trained and supported by a member of the national Leadership Academy mobilisation team.

Delivering the Mary Seacole programme locally allows easier access for NHS staff in the South East to attend. Attendance fee for the local programme is only £150 per person whereas attendance on the nationally run programme costs £995. This approach will allow local organisations and staff to benefit from this great opportunity at a largely reduced cost. With the facilitators being trained to deliver the programme and their organisations agreeing to them giving their time, they benefit their organisations and their local system through developing future leaders in a more cost-effective way.

About the Mary Seacole Programme

The Mary Seacole programme is a six-month long leadership development programme and requires 3 virtual delivery days (run across the 6 months as individual dates). It prepares participants for the demands of leadership in the health and care system today – and into the future. It combines theoretical knowledge and practical understanding needed to deliver inspiring leadership. The learning methods are a cutting-edge blend to keep participants inspired and motivated through a virtual campus and virtual development sessions enriched with the latest thinking from world-class experts. Graduates of the programme are equipped with the professional skills to thrive in their leadership role, and to play an important part in building a more compassionate NHS.

About the Mary Seacole Local Facilitator Programme


The South East Leadership Academy is now offering the opportunity for local systems to train 20 Mary Seacole local facilitators across the South East to enable them to deliver this national Leadership Academy programme locally.

The training will consist of initial 2 consecutive virtual days (4 and 5 February), followed by 2 additional individual days later in the year –dates are yet to be confirmed.

The commitment thereafter is to work in facilitator pairs to deliver the Mary Seacole Local programme for up to 15 people in the local area / system. The expectation is for facilitator pairs to run 2 cohorts per year, so 4 cohorts across the 2-year license.

Facilitator commitment requirements

The time commitment is 14 days for the first year and 10 days for the second year plus additional time on top to initiate discussions and monitor the online discussion



forums via the online virtual campus. Please note that with the delivery moving online, we expect the time commitment to be lower but we are unable to confirm what the difference will be at this stage.

This is made up as follows:

- 4 days - attendance at the initial facilitator training days (mobilisation events in the first year only) – confirmed dates so far are **4&5 February 2021**
- 8 days per year – preparation and facilitation of face-to-face workshops (3 days per cohort face-to-face delivery = 6 days, plus 1 day prep per cohort = 2 days)
- ½ day per quarter for supervision and facilitator meetings
- an estimated 1 hour per week to initiate discussions and monitor the online discussion forums via the online virtual campus

Mary Seacole Facilitator person specification

The programme runs for 6 months per cohort and is delivered via an online virtual campus and online discussion forums with 3 virtual training days. Two facilitators are required per cohort.

Suitable candidates for this programme, must:

- Have the clear support of their line manager and can commit both time and effort to the development and delivery of the programme
- Be an advocate of learning and development, particularly leadership development
- Have experience and understanding of development programmes, including blended learning models
- Have experience of leading/facilitating workshops and is able to deliver these virtually
- Be able to present evidence of personal development and a clear desire to further their own learning and development
- Demonstrate exemplary behaviours, consistent with the NHS and Social Care values

In addition to the above, each applicant must meet the following criteria:



Criteria	Essential	Desirable
Qualifications	Evidence of leadership development via recognised programme(s)	Experience of a "blended" delivery approach to development programmes
Skills, Knowledge & Understanding	<p>Strong inter-personal skills, especially:</p> <ul style="list-style-type: none"> • Strong listening skills • Strong verbal communications skills <p>Proven ability to work successfully across a range of disciplines</p> <p>Excellent facilitation skills</p> <p>Innovative, with the ability to 'think differently' and challenge current behaviours and mind-sets</p>	<p>A track record of involvement in delivering development following their own development programme – e.g. coaching, facilitation, training colleagues</p> <p>A good understanding of models of leadership and organisational change</p>
Experience	<p>An advocate of action learning as a mode of development</p> <p>Experience of other development of other non-didactic development models (e.g. coaching, mentoring, experiential learning)</p> <p>Experience of working with senior clinicians and managers</p> <p>Excellent leadership and influencing skills and can demonstrate professional credibility</p>	<p>Experience of more than one organisation, preferably from different parts of the Health or Social Care Sector.</p> <p>Has managed challenge and can demonstrate how they have learned and changed behaviours as a result.</p>
Personal Attributes & Abilities	<p>Positive role model and can enthuse others</p> <p>Committed to the continuous development of self and others</p> <p>Demonstrates a valuing of people and a belief in their ability to learn, grow and become outstanding contributors to the health service.</p> <p>Evidence of personal development and a clear desire to further their own learning and development: Able to learn from experience through reflexive activity Seeks feedback to improve Adapts to change and new challenges</p>	<p>Has an understanding of the complexity of human interactions in organisations and sees multiple possibilities in every situation rather than viewing the world in simple black and white/ right or wrong terms.</p> <p>Has a 'starting from strengths' perspective rather than working from a deficit model</p>



	<p>Evidence of personal insight: self-knowledge and self-awareness</p> <p>Open, honest communicator</p> <p>Exemplary behaviours, consistent with the NHS constitution</p> <p>Commitment to improve services and the quality of patient care</p> <p>Ability to understand impact of change on others and to help them to deal with change positively</p> <p>Politically aware and the ability to manage conflicting view points</p> <p>Understanding of the future challenges facing service delivery</p> <p>Understanding of local and national health policy</p> <p>Committed to equal opportunities, diversity and inclusion</p> <p>Resilience to keep focused and positive for others</p> <p>Open to new ideas & change and actively promotes new ways of working</p>	
<p>Other</p>	<p>Flexibility to travel (when it is safe to do so)</p> <p>Has the clear support of their line manager and can commit both time and effort to the development and delivery of the programme.</p>	

Please complete [this application](#) form to apply for a place on this programme.

Applications close on 30th November. Please note, places are limited and will be allocated on a first come first served basis to suitable applicants.

For any enquiries, please email: nhsi.sell@nhs.net