



**talent  
for care**

n m a h p  
l e a d s

**A leadership, support and  
development program for  
Multi-Professional Leads**

**PROGRAM  
INFORMATION**





# Introduction

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The program is designed to offer a **support, personal and professional development opportunity** to experienced multi-professional leads, creating time and space to step back, **reflect, share**, explore **new perspectives** and **possibilities**, preparing for what's next, fostering a **new mindset** and **understanding** of leadership.

Drawing on **neuroscience** and **experiential learning**, the **8 sessions** provide a safe and **productive space** for colleagues to co-create new ways of **thinking**, working together and **collaborating**, as well as new ways of **being**. By offering the program to a mixed cohort of senior Nurses, Midwives, and Allied Health professionals, it creates an ideal environment to further develop **team cohesion, relatedness** and **effectiveness**.

## WHAT TO EXPECT

- Mixed cohort
- CPD Certification
- Practice partners
- Interactive sessions
- Peer support networks
- Learning through practice
- Time to think and co-create
- Accessible resource materials
- A safe, compassionate, & inclusive space
- Time-efficient, online sessions on **MS Teams**



# Core Elements of the program



## LEADERSHIP PRACTICE

Developing insight in the leadership space, expanding qualities of leadership practices, linking theory to practical applications. Understanding our own stories and narratives about 'self' as leader.



## PEER NETWORK

Within interactive sessions and dedicated practice partners, colleagues will share and listen, supporting each other's growth and development.



## PERSONAL & PROFESSIONAL DEVELOPMENT

Based on experiential learning (reflection, new thinking and practices) participants expand core skills, develop new thinking and ways of working.



## WELLBEING & PASTORAL SUPPORT

Facilitated by our team of coaches, participants will have opportunities to share challenges, be heard, valued, and supported, and consider effective wellbeing practices.



## REFLECTIVE PRACTICE

Bridging assignments and practices between sessions deepen the enquiry and link the sessions. Includes insightful multi-media resources and reflective prompts.



# OUR APPROACH

## EXPERIENTIAL LEARNING



Experiential learning focuses on the process of learning rather than just on the learning outcomes. The measure of success for experiential learning goes beyond the acquisition of new knowledge, towards achieving behavioral change and transformation.

Talent for Care's approach to learning and development is based on **experiential learning** with **peer support** and **reflective practice**, underpinned by narrative transformation.

With highly innovative content, based on the latest neuroscience, we develop **team relationship** and **communication skills** and inspire a **mindset of possibility**.

## PEER SUPPORT

The inclusive and supportive environment is key to the participants' experience. They engage with the program by connecting with each other, exchanging insights and best practice, and sharing the support and development journey.



T101  
ONBOARDING



INTERACTIVE  
SESSIONS



PRACTICE  
PARTNERS



WHATSAPP  
GROUP

 [Learn more](#)

# Program Framework

Session	Time	Title	Content
pre-program	<45m	<b>Reflection</b>	An opportunity to think and reflect about yourself, your experience as a leader, your journey to where you are now and your intentions, aspirations, and commitments going forward
pre-program	<45m	<b>1:1 interviews</b>	For all delegates – being heard, understanding the challenges and thinking on what would make a difference, in the context of co-creation
-	-	<b>Narrative report</b>	Summary and themes of interview findings, to be shared with participants and executive team
<b>1</b>	<b>2hr</b>	<b>Welcome and orientation</b> <i>face to face</i>	Welcome, getting related, setting up and co-creating the program. Getting present to the current collective leadership challenges, sharing themes from the pre-program reflective work and response to the narrative report. Hearing outcomes you want for you, your teams and your patients. Leadership as an inquiry for the program. Sources of support and meeting your practice partners
		<i>Linking sessions</i>	<i>Practice partner conversation and skill building assignment</i>
<b>2</b>	<b>1.5hr</b>	<b>Mindset and listening</b> <i>online</i>	Mindsets –perception, meaning and understanding –a way of understanding being human, how we listen. Neuroscience and our understanding of how our natural reactive responses can influence and impact our experience. Creating environments to foster safety and empowerment –role modelling as leader
		<i>Linking sessions</i>	<i>Practice partner conversation and session bridging assignment</i>
<b>3</b>	<b>1.5hr</b>	<b>Being a Leader</b> <i>online</i>	How we see the world and how this singular influence can determine our experience vs having a possibility mindset. Approaching and leading the challenge in the current circumstances. Our stories/narratives of leadership and being led –the challenges and acknowledging our qualities
		<i>Linking sessions</i>	<i>Practice partner conversation and session bridging assignment</i>

# Program Framework

Session	Time	Title	Content
4	1.5hr	<b>Qualities of Practice &amp; Time to Think</b> <i>Online</i>	Linking theory to practice: recognising the centrality of self-awareness (e.g. trust, generosity, curiosity, acceptance, affinity, acknowledgement, resilience); time to reflect
		<i>Linking sessions</i>	<i>Practice partner conversation and session bridging assignment</i>
5	1.5hr	<b>Relatedness and Collaboration</b> <i>online</i>	Understanding self, others, team cohesion, uncertainty, expanding our capacity to create and work in partnership. Leading in different contexts and the barriers and opportunities to the leadership role. Conversations that make a difference, bringing conversations that support and positively impact others
		<i>Linking sessions</i>	<i>Practice partner conversation and skill building assignment</i>
6	1.5hr	<b>Conversations that make a difference</b> <i>online</i>	Awareness of biases, motivated reasoning, listening & questioning, difficult conversations. Dynamics of creative conversations and conversations for growth
		<i>Linking sessions</i>	<i>Practice partner conversation and session bridging assignment</i>
7	1.5hr	<b>Summary Program Review</b> <i>online</i>	Summary review of program from reactive to proactive approach, creating partnerships, collaboration and developing new thinking. Sustainability beyond the program
		<i>Linking sessions</i>	<i>Practice partner conversation and session bridging assignment</i>
8	2.5hr	<b>Bigger picture: leadership in the wider context</b> <i>Face to face</i>	Creating a wider awareness and perspective, teamwork, working across boundaries, looking outward, seeking support. Peer groups to share experience of the program, new thinking, applied learning & the possibilities for the future. Program completion.
		<i>Linking sessions</i>	<i>Practice partner conversation and session bridging assignment</i>

# Testimonials

*from participants of various Talent for Care programs*

I've **really enjoyed** this. It has been an opportunity to properly meet people and **learn from others** experiences as well as learning about myself

**Clinical Leads program participant, May 2023**

Please continue similar kind of programs and enrol as many staff as possible - **this is what people really need most** [...] as NHS staff

**Clinical Leads program participant, May 2023**

It has given me the chance to talk to peers from **across the trust** which has been really **useful** as I was in a very isolated role; It's got me to **consider** and **reflect** more on the impact I have on others (or at least reminded me of this) which has led to some really **positive outcomes** from the **challenging conversations** I've had.

**NMAHP Leads program participant, October 2024**

To understand that **I am not alone in evolving as a leader**. That allowing yourself to acknowledge your vulnerability in front of others you barely know, is powerful and what you receive in response is others sharing and **breaking down barriers of shame**.

**NMAHP Leads program participant, October 2024**

The **value** of being able to **talk through complex scenarios** with other professionals in similar roles to myself.

**NMAHP Leads program participant, October 2024**

This program has supported me to **establish a close network of peer support** across the trust.

**NMAHP Leads program participant, October 2024**

In our experience, the most reliable outcome measures come from participant feedback and self-assessment, which we capture through a simple, robust and anonymous framework, via an end of program questionnaire on MS Teams. We ask all participants for their consent to share their anonymised feedback.

# Outcomes

Participants' self-assessed abilities and practices, across 10 main dimensions, mostly improved or significantly improved, including:



**awareness**

**80% improved**

**awareness of myself and my environment:** 80% of participants improved or significantly improved their awareness of self and others.



**listening**

**60% improved**

**my ability to listen deeply and attentively to other people at work:** 60% of participants improved or significantly improved their listening skills.



**communication**

**60% improved**

**my ability to apply new thinking to support effective communication:** 60% of participants improved or significantly improved their communication



**difficult conversations**

**40% improved**

**my ability to communicate more effectively in a difficult or challenging conversation:** 40% of participants improved or significantly improved their ability to communicate more effectively in difficult conversations



# CONTACT PAGE

For **further information**, or to express your interest, please email:

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[Contact our Team](#)



Transforming Wellbeing, Engagement and Retention for the  
Health and Social Care Workforce