



**talent  
for care**



# ***Leadership for Nursing***

An innovative **support,**  
**development** and  
**leadership** program  
for Health and Social  
Care Nurses

**PROGRAM  
INFORMATION**

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# Introduction



The *Leadership for Nursing* program is designed as a **transformative experience**. The program provides a **solid foundation** for success in the ever-evolving healthcare landscape. Through a combination of **reflection, knowledge, new thinking** and **practical skills**, and a focus on **personal growth**, participants will emerge well-prepared and empowered to grow and thrive in their health and social care careers.

The program guides participants with **minimum demand on their time** to establish a new set of **leadership skills**, enabling participants to relate differently with themselves, their colleagues, and patients. Participants will develop a set of **proactive practices**, with lasting impact beyond the program.

## WHAT TO EXPECT

- CPD Certification
- Interactive sessions
- Peer support network
- Practice partnerships
- Learning through practice
- Accessible resource materials\*
- A safe, compassionate, and inclusive space
- Time-efficient, online sessions on MS Teams

\*for Dyslexia, ADHD, visual impairments





# Core Elements

A comprehensive CPD learning and development program, designed for nurses in health and social care. Crafted to equip, support and develop individuals with essential leadership skills, new thinking and the confidence to excel in the complex dynamics of their roles.



## PEER SUPPORT

Within interactive sessions and dedicated practice partnership groups, participants will share and listen, learning how to support themselves and each other.



## PERSONAL & PROFESSIONAL DEVELOPMENT

Engaging in experiential learning (reflection, new thinking and practices), participants develop core leadership skills and build confidence in their abilities and practices.



## WELLBEING & PASTORAL SUPPORT

Facilitated by our team of highly experienced health and social care coaches, participants will have opportunities to share challenges and be heard, valued, and supported.



## CELEBRATING DIVERSITY

The program supports participants to bring their experiences, culture, and personality to their role, celebrating difference in a collaborative and inclusive space.



## PROTECTED TIME FOR REFLECTION

With frequent use of break-out rooms for interactive discussion, participants are also encouraged to create their own reflective practices, with prompts in between each session.



# 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**, under pinned 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 programme by connecting with each other, exchanging insights and best practice, and sharing the support and development journey.



ITO1  
ONBOARDING



INTERACTIVE  
SESSIONS



PRACTICE  
PARTNERS



WHATSAPP  
GROUP

# Testimonials

*from participants of the Leadership for Nursing program cohort 1,  
completed in March 2025*



‘This program taught me to have **respect**, not to look down on others, to be a **good listener** and put my residents at the centre of my job’

‘What surprises me is the **openness and support** we received from our trainers’

‘It was very **interactive and educative**’




‘This program **supported me in so many areas** of my career and leadership area’



‘It has helped me greatly with my **leadership skills**’

‘The program was very **practical and relatable**’

‘Improved my **confidence** in doing my job, being aware of my abilities and my **interpersonal skills**’



‘The program has been a **huge success** as it has enlightened me more’

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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**

## 100% improved

**awareness of myself and my environment:**

100% of participants improved (14%) or significantly improved (86%) their awareness of self and others.



**listening**

## 100% improved

**my ability to listen deeply and attentively to other people at work:**

100% of participants improved (14%) or significantly improved (86%) their listening skills.



**resilience**

## 100% improved

**understanding how to better support my personal resilience:**

100% improved (14%) or significantly improved (86%) their resilience



**communication**

## 93% improved

93% improved (14%) or significantly improved (79%) their ability to **communicate effectively**



**self-expression**

## 100% improved

**ability to express myself fully and freely to my colleagues:**

100% improved (21%) or significantly improved (79%) their resilience



# Program Framework

Session	Duration	Title	Content
<b>on boarding</b>	30 min	Welcome call & Set Up	Clarity about commitment to and structure of the program. Briefing about material and methodology. Setting up for orientation session. Getting related, listening, sharing, creating trust & connection, clarity around expectations. Setting personal goals as outcomes for each participant
<b>pre-program</b>	1 hour	Reflective work	An opportunity to take time out to consider where you are, what's important to you and your pathway ahead. Including reconnecting to personal beliefs and values that matter to you and how these connect to your profession
<b>1</b>	2 hours	<b>'Being on the program'</b>	Acknowledgement and appreciation of the participants; enrolment into belonging in the organisation and the possibility of developing nursing leadership skills and practices; passion and dedication; connecting our personal values and aspirations; using the pre-program reflective thinking
	>45 min	Link	Practice partner conversations & skill building assignment
<b>2</b>	2 hours	<b>'Mindset &amp; self-awareness'</b>	How we think and listen makes all the difference; creating flexibility in our thinking & actions; the mindset for nursing and how this can guide and support us to positive and successful outcomes; the importance of developing self-awareness and the part this will play in our careers; the difference this will make for ourselves and those around us
	>45 min	Link	Practice partner conversations & skill building assignment
<b>3</b>	2 hours	<b>Leadership skills: part 1</b>	Developing leadership skills and practices: developing intrapersonal intelligence for listening and responding, understanding how our personal 'point of view' influences our thinking and experience
	>45 min	Link	Practice partner conversations & skill building assignment





# Program Framework

Session	Duration	Title	Content
4	2 hours	<b>Leadership skills: part 2</b>	Developing leadership skills and practices: developing interpersonal intelligence in creating relatedness, how we use language, enquiry and the value of reflection, self-leadership skills : brief interim feedback survey
	>45 min	Link	Practice partner conversations and skill building assignment
5	2 hours	<b>Resilience and Recovery</b>	Understanding what it is that can influence our own personal resilience and ability to manage different situations, uncertainty & contexts; Developing personal resilience, managing stress in highly demanding and complex environments; How to support our own wellbeing and the wellbeing of our colleagues
	>45 min	Link	Practice partner conversations and skill building assignment
6	2 hours	<b>Excellence in teamwork</b>	Working effectively with others, managing difference, building trust, supporting and inspiring colleagues, practicing appreciation and acknowledgement
	>45 min	Link	Practice partner conversations & skill building assignment
7	2 hours	<b>Empathy, diversity and compassion</b>	Providing the best quality of life for others, recognising vulnerability, practicing empathy and compassion, awareness of the needs of others; understanding diversity & difference, creating personal boundaries to create and sustain effectiveness
	>45 min	Link	Practice partner conversations & skill building assignment
8	2 hours	<b>Beyond the Program</b>	Sustainable and supportive practices beyond the program. Summarizing the learning from the program, personally & professionally; key points to take away; ongoing everyday practices; acknowledgements: feedback survey
<b>Total time</b>	<b>&gt;24 hours</b>	Approximately 1.5 hour per week over 16-18 weeks	





# **Leadership for Nursing**

**TO FIND OUT MORE ABOUT THE PROGRAM**

## **CONTACT US**

We would be delighted to hear from you

**Contact our Team**

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

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