

Course overview: Aspiring Directors Programme

About the course providers

This course is delivered by [NHS Providers Board Development programme](#).

NHS Providers is the membership organisation for the NHS hospital, mental health, community, and ambulance services that treat patients and service users in the NHS. We help those NHS trusts and foundation trusts to deliver high quality, patient focused care by enabling them to learn from each other, acting as their public voice and helping shape the system in which they operate. NHS Providers' Board development programme aims to improve the effectiveness of boards and the wider organisation through practical, interactive training and development delivered by expert trainers with extensive senior-level sector experience.

Course outline

Who should attend?

This training programme is aimed at those who are looking to apply for their first executive director role in the next 1-2 years.

Course aims and objectives

This practical training programme is for aspiring NHS executive directors. It aims to equip aspiring directors with the knowledge, skills, and self-awareness in preparation to apply for an executive director role in the NHS.

The course has been developed by experienced NHS directors who are expert practitioners in the fields of governance, leadership, and organisational development. The programme combines the two essential criteria for any executive director:

- The theory around the governance and corporate requirements of the role

- The self-development and leadership skills required to develop an individual's impact and behaviour.

The core learning objectives for the course are:

- Develop a deeper understanding of NHS governance including assurance, the role of a unitary board, and the role of an executive director
- What are the core elements required to undertake effective meetings
- How to nurture inclusive, high performing teams
- Developing strategic influence and system leadership skills
- Increase self-awareness around your personal impact, style and communication using 360-degree feedback tool
- Practical experience of committee meetings in preparation for a board role.

Course structure

This course consists of six full day modules delivered in-person. The intention is to develop a peer learning network within the training cohort; therefore, it is expected that each delegate attends all modules as part of the training. By booking on to this course, you are booking to attend each of the six days within the training.

Pre-course

- Each delegate will be expected to complete the Talent Innovations Aspiring Executives 360-degree feedback tool. This is completed via an online evaluator questionnaire sent by email.
- Following completion of the tool, each delegate will receive a copy of the feedback report
- Following completion of the tool, each delegate will have a discussion with an experienced facilitator on what the output from this tool means for you as an individual and your development areas. The 360-tool will be referenced throughout the programme.

Training modules

Module 1: Programme introduction and the NHS context

- Introduction to NHS Providers, programme outline and learning approaches
- Getting to know each other – building relationships
- Health and social care systems context including addressing health inequalities
- CQC key lines of enquiry and Well Led

- Using the 360-degree feedback tool increase self-awareness around impact, style, and communication.

Module 2: Understanding board governance and how to be effective

- The roles and responsibilities of a unitary board and the roles within it
- Understanding the importance of assurance
- How to undertake the executive director role effectively including both the technical competencies alongside the self-development aspects
- Executive presence
- Executive leadership role in equality, diversity and inclusion
- Decision making including challenge and support.

Module 3: Inclusive, high performing teams and decision making

- Psychological safety - what is it and what is the executive director role in creating a culture of safety?
- High performing teams – theory and self-assessment to aid application into practice
- Inclusive team leadership
- Understanding and exploring how to challenge effectively
- Putting scrutiny and challenge into practice.

Module 4: Effective meetings

- Effective meetings – different meetings you attend, are members of and chairing
- Writing and presenting reports effectively
- Reporting for improvement
- Effective chairing of meetings
- Post work to observe a board committee meeting and be prepared to share the learning.

Module 5: Strategic influence and system leadership

- Reflections from observing a board committee
- From 'me' to 'we' - broadening your mindset
- Understanding importance of trust and giving/receiving feedback in relationships
- Influence and negotiation skills - the six principles of persuasion
- Tools of a system thinker.

Module 6: Preparing to enter the board arena.

- Differences at executive level - behaviours at board
- Experiential activity: A mock committee meeting environment for attendees to practice approaches including team coaching
- Your learning journey – individual presentation to the full cohort.

During the programme

In addition to attending the six training modules outlined above, delegates will also have access to:

- **Three personal online support sessions with an experienced coach** to be undertaken between modules and completed by the end of the programme.
- **Encouraged to undertake journalling** whilst partaking in the programme to help build self-awareness and self-learning into your leadership practice.

Booking and contact details

A place on this course can be booked via NHS Providers [website](#).

This programme can be delivered exclusively for your organisation and can be tailored to your requirements. For more information please see [here](#) or enquire for further information by emailing board.development@nhsproviders.org.

If you have any questions about this course, please contact board.development@nhsproviders.org