The Elizabeth Garrett Anderson Programme
Leading Care II
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Who was this programme named after?
Elizabeth Garrett Anderson was the first British woman to become a doctor, surgeon, mayor and magistrate: tenacious, challenging and resolute, she was an unstoppable force for women’s rights and championed women’s healthcare, founding the New Hospital for Women and the London School of Medicine for Women. She was committed to self-learning long after her formal education ended, breaking down barriers with her vision for a more inclusive, compassionate and capable health service. Elizabeth Garrett Anderson is an inspirational example of a leader in healthcare who was driven to improve the care of her community.

Why this is a great opportunity
If you’re a dynamic leader who wants to do more to build a culture of compassion at a senior level of the NHS and you’re looking to move into a role where you will be leading large complex projects, departments, services or systems of care in a role that includes leading other team leaders in the next two years, then this programme is for you. This programme:

• Has been developed in partnership by the NHS Leadership Academy with Manchester Business School and the Health Services Management Centre at the University of Birmingham, to lead to a Masters programme accredited by these two top class universities.

• Has been co-created with National Voices and KPMG to ensure a deep focus on the patient experience that will challenge you at every stage and improve your ability to deliver care to those we serve.

• Helps you develop quickly by immersing you in innovative and intensive leadership development.

• Improves your personal impact – helping you drive progress with your team and organisation to build a culture of patient-focused care.

• Builds your capability with the latest thinking and learning from world-class healthcare experts – preparing you for the demands of senior leadership in the healthcare system today and for many years to come.

• Helps you make an immediate and tangible difference to your workplace by applying your learning to develop practical innovations for immediate use.

• Helps you build a powerful regional and national support network within the healthcare system who are all driving to achieve real change for patients.

• Applies cutting-edge learning methods blending a flexible state-of-the-art virtual campus with face-to-face development.

• Is fully supported every step of the way by your tutor, your learning set and online, through the user-friendly virtual campus.

• Gives you access to global experts in healthcare and business, including KPMG, helping you understand best practice from outside the NHS.

• Is one of a suite of progressive leadership programmes that are designed to support you on your journey to build a culture of compassionate care at every level of healthcare.

• Is a fully accredited professional development programme, leading to an NHS Leadership Academy Award in Senior Healthcare Leadership and a Masters in Healthcare Leadership.

• Has full funding available for many participants. All places will need employer support to attend. See FAQs for further information.
Speak to your Line Manager for their approval and then register for the Elizabeth Garrett Anderson programme at www.leadershipacademy.nhs.uk/anderson
Programme details

The programme structure is based around seven learning outcomes that will improve care quality and the patient experience. We focus on leadership impact at three levels: individual, team and organisation. There are eight modules:

**Module 1** Focuses on self – working with you to critically evaluate your current leadership practice and examining how this affects the quality of care for a diverse range of patients.

**Module 2** Focuses on teams – working with you to develop a clear understanding of your team; focusing on effective team working.

**Module 3** Focuses on the organisation – helping you understand the broader context for your services, align organisational values and identify how you can improve the quality of care and patient experience.

**Module 4** Building on from Module 3 – focuses strategically on decision-making to ensure quality, efficiency and effectiveness e.g. reducing waste and duplication; and increasing shared resources across system boundaries.

**Module 5** Builds on Module 2 – working with your team leaders to build team efficacy and personal accountability; creating an engaging learning culture; developing openness and resilience, and helping them do the same with their teams.

**Module 6** Builds on Module 1 – further evaluating how your leadership practices affect patient care through an intense focus on your leadership behaviours and their congruence with patient, staff and organisational needs.

**Module 7** Preparing you for your healthcare leadership case study: learning how to collect and analyse information through different theoretical lenses, and how these lenses affect your wider world-view and subsequent actions as a leader.

**Module 8** Completing your healthcare leadership case study where you critically evaluate how care, diverse patient experience and involvement has improved as a result of your learning and actions.
Week in the life

So what might a typical week on the Elizabeth Garrett Anderson Progmamme feel like? This short description is a potted summary to give you a sense of how things may work for you.

Our modules are delivered in four week blocks. As the programme is organised around a state of the art virtual campus you should be able to juggle the programme around your work and family commitments.

A typical week might look like this:

- Going online a few times a week – maybe first thing if you get up early, during your lunch break or after the kids are in bed if you have a family. Once you’ve logged in you might do an interactive exercise, watch some video clips, or read through an article by a leadership expert. Every online activity tells you how long it will take to help you decide when to do it.

- When you are online it’s likely that you’ll also check in with any conversations going on with your tutor group, maybe post a few comments about the topic in question. Some weeks you might have a scheduled webcast with your tutor group; this will give different perspectives from across the NHS. You’ll also need to read up on the next topic and spend a bit of time processing what you’ve learned.

- You’ll be asked to complete small tasks in the workplace, thinking about things that you do every day in a completely new light and encouraging you to try different approaches. We encourage you to discuss these experiences with your manager, and to be ready to share them with your tutor group at the next get-together (which might be virtual or in person).

- There’s plenty of help at hand if you’re struggling with either the topics or the schedule – including online help on the Virtual Campus, open discussions with your tutor group and one-to-ones with your tutor.

- Finally, you’ll attend a residential workshop in Leeds for a few days near the beginning of the programme, which will give you the opportunity to explore challenging subjects and experiences in a more intensive learning environment. There are also further residential and Action Learning Sets to allow you to continue working alongside colleagues on the programme.
When I felt rather overcome with my father’s opposition, I said as firmly as I could, that I must have this or something else, that I could not live without some real work.

*Elizabeth Garrett Anderson*