**CQC Leadership Programme outline - potential future opportunity**

**Leadership Consultancy service provision**

**Background**

The Care Quality Commission, the Health and Social Care regulator (CQC) is embarking on the next phase of its strategic direction. This new strategy strengthens our commitment to deliver our purpose to ensure health and care services provide people with safe, effective, compassionate, high quality care and to encourage those services to improve. Our strategy is purposefully ambitious and to implement it we will need to work with others to make it a reality.

As part of delivering our future strategy, we are refreshing our Leadership strategy. Some of the key drivers and aims for our future leadership strategy, to enable our people to be the best they can be, include:

* We work collaboratively across teams as the norm, with broader systems thinking.
* We are ambitious and challenge ourselves to improve, focusing on impact, performance and outcomes.
* We strive towards an environment of inclusion, belonging and trust.
* We lead change with integrity, compassion and focus.
* We use data and insight in support of decisions, learning and innovation.
* We feel safe to try out new ideas and approaches and recognise trying, failing and learning.

Our values, which were developed through extensive consultation with our people and are well embedded in the organisation, are Excellence, Teamwork, Integrity and Caring. We have a behavioural framework called Success Profiles which outlines what good looks like against key behavioural attributes for all grades. Diversity and Inclusion is also a golden thread through all of our work and therefore the programme.

**Leadership Programme requirements**

We are looking to work with a supplier/s on the design, development and delivery of a Leadership programme for CQC to drive our desired organisational and leadership culture as part of our transformation. As part of our leadership strategy, we are defining all colleagues as leaders (we have approx 3000 colleagues).

The Leadership Programme strands will include:

**Key Programme strands**

* A personalised learning cloud for all colleagues. As part of our future leadership strategy, we are defining all of our people as leaders (we have approx 3000 colleagues).The learning cloud will be branded, for example “CQC Leadership PLC” and will focus on the leadership outcomes we are seeking for the organisation and the skills necessary to deliver these.
* To build on the learning cloud offer, we will be delivering a modular Leadership development programme with facilitated action learning sets and cross-grade development sessions to support the development of our future culture.
* The theme of Leading Through Change will be required as part of the learning cloud solution for all colleagues. There will be a level of face to face learning required for line managers, strengthening our line manager capability, which will be delivered as Leaders are moving through our transformation programme, by grade.

**Key Leadership meetings facilitation**

We will also require facilitation support for key leadership meetings and events. These will include:

**Executive Team (top leadership team) away days** every 6 months and aligned to the overarching themes for Strategic Leadership team and Leadership Group sessions - we will require external facilitation at both of these meetings.

**Strategic Leadership team** **meetings** (Director level) - these will continue every month and will be face to face quarterly - we will require external facilitation at 6 of these meetings.

**Leadership Group** sessions (approx 130 members to include Head of Function level) every quarter - we will require external facilitation at 4 of these meetings.

These sessions will have a particular focus on Leading through change and Personal Development.