**Expression of interest Briefing – Leadership Development Programme for Rotherham Doncaster and south Humber NHS FT**

**Introduction**

People are our greatest asset, and this means all our colleagues, volunteers, carers, friends, and families of our patients in the communities in and around Rotherham, Doncaster, and Scunthorpe. Following the launch of our new clinical and organisational strategy, the formation of our clinical leadership executive, our new operational leadership teams, and operational structures along with the introduction of additional thought leaders, the formation of 5 care groups and 22 directorates, 8 enabling plans and 28 promises it is the right time to launch our leadership development offer for all leaders.

We recognise the need and are committed to significant investment over the next 3 years (at least) to provide a leadership development offer that enables high performing teams to deliver all the 28 promises and enhance our culture. The offer will enhance the capability and skills of our leaders to truly enable them to learn and develop themselves, learn and develop others and be a team that innovates, creates ideas, spends money differently, develops stronger relationships with partners, delivers better outcomes for patients and service users and improves the long-term health of people in our communities.

The Trust does have a range of leadership development opportunities, managed by the learning and development team and wider, however these are not directly linked to our new strategy and expected new ways of working. These opportunities are currently more focused on colleagues being able to access specific clinical/corporate development or individual modules, these will still be available as colleagues embark on their new leadership development journey.

**Current Situation**

Research carried out following the feedback from leaders during 2022/23 supports the view that from our collective commitment to our organisation’s values and behavior’s and these will form the foundation of the development programmes and the type of leaders we continue to aspire to be. Specific skills, learning workshops, opportunity for feedback, team building activities, facilitated reflective time and experiential learning will all form part of the offer which will commence from April 2024. The leadership development offer will be available to all leaders across all 22 directorates. All 28 promises require all leaders to work in a different way and this approach will enable the required changes and transformation to happen throughout the Trust.

This leadership development offer includes coaching and mentoring throughout.

**Outcome**

We are looking for a partner who will:

* Fit with and embed our values and behaviours.
* Provide an experiential learning opportunity for leaders to be immersed in communities where they can learn to lead beyond their authority.
* Incorporate the true learning and appreciation of proper partnership working within our communities.
* Stretch leaders to know the true meaning of participation with people with lived experience.
* Allow leaders to learn about themselves (insight) and the impact and influence they have in the communities and with partners.
* Allow leaders to learn about others and the impact that their collective leadership can have in the communities, with partners and teams.
* Facilitate leaders to lead multidisciplinary team of experts without them being a leader with all the answers and expertise.
* Further develop the known leadership requirements embedded in the operational job descriptions.
* Further develop leaders in non-operational and functional directorates as they lead teams that will be working with and within the communities.
* Provide team development opportunities so we have high performing, effective teams in our organisation.
* Provide stretch opportunity so leaders are empowered to take calculated risks, learn by mistakes, and know their vulnerabilities and limitations.
* Consider and incorporate additional flexibility so if consequential outcomes following several facilitated sessions – for example if it becomes apparent that a specific discipline or staff group/team require a bespoke course/ immersion session/ skill or opportunity the supplier will adapt to make this happen (e.g., related to HR/ legislation/coroners court)
* Incorporate the opportunity to develop awareness of Allyship and the commitment to improved equity, diversity, and inclusion in our organisation and within our communities.
* Facilitate quarterly coaching sessions and biannual mentoring sessions with qualified and registered professionals.
* Incorporate an ongoing evaluation methodology and process and if we need to make adaptations and change courses/ modules/opportunities we can do this.
* Differentiate between transactional management skills and transformational leadership behaviors and skills.
* Awareness of the importance of psychological safety for self and others as well as trauma informed care.
* Consider and quote separately for the potential of psychometrics - (examples such as Hogan development Survey HDS, Wave Professional styles or 15FQ+).
* Factor in the personal learning styles and preferences of colleagues.
* Include Action Learning Set facilitators (from supplier) working with all delegates/colleagues.
* Describe the online booking platforms that will be compatible with our inhouse digital platforms and systems. A member of our IT department will be available as part of the final tender presentations.
* Desirable is for some form of associated Accreditation. Each supplier is expected to provide further detail of this in their offer.

**Facilitation**

The final agreed leadership development offer proposal must include the ability to upload the leadership offer on to an organisational digital learning platform which is easy to navigate, in line with our one password digital access offer, accessible via an app, easy to book on to courses and allows for and facilitates the uploading of a learning log, so continuous professional development can be recorded for registration bodies, organisational and personal use

**For Whom and When?**

This offer will have to prioritise colleagues and teams where there is a recognised need. We will aim to offer all levels of roles and grades that initially span band 5 AfC grades through to band 9 AfC grades. Very senior managers of the Board will also be part of this programme. We are all on a leadership development journey and therefore we will all embrace this offer when it launches.

We will be expected to invest up to 1 day a month to commit to individual/personal development activities and up to half a day a month to commit to team development activities.

We expect the majority of the training to be delivered face to face across our three main geographical locations, North Lincolnshire, Rotherham and Doncaster. **.** We anticipate there are approximately 150 colleagues who will commence this offer in 2024. There will then be additional colleagues who will part of this offer during 2025 and 2026.