

# Care Home Manager's Leadership Learning Groups

Are you a manager working in Care who is looking to develop your practical leadership and management skills?

Would you like to become part of a small support network of peers working in the same sector, with whom you could 'safely' share different perspectives, learn from each other, and explore different approaches to dealing with the challenges (and opportunities) of leadership in the care sector?

Do you like the idea of being able to do some of your learning flexibly, so you can fit it around the demands of your workplace?

The East of England Leadership Academy are supporting 36 fully funded placements on this leadership development programme being delivered by CSB Learning over the coming months in cohorts of 6. The first phase of cohort dates is being released with a further three cohorts to follow.

## Is this for me?

This programme is available only for Care Home managers/Deputy Care Home managers (or those with equivalent level of responsibility) directly employed within care home across the East of England. To participate on this programme, you will need to submit an application form and you will need to secure approval for release from work to attend all dates of your chosen cohort. All virtual meetings will be held via MS Teams. We recommend that if there are two applicants from one organisation they attend different dates

## Programme outline

Leadership Learning Groups offer you a fresh way of further developing your skills in a flexible and supportive way. Not only will you be working within a small group of other leaders in care, but you will also have access to a combination of short videos and workbooks that provide you with a flexible way of updating your skills and filling any gaps in your learning.

On completing your programme of leadership learning groups and the associated learning, you can expect to leave with:

- A clear idea of how effective leadership in care looks and the behaviours involved
- An increased level of confidence to make changes and improve your Home
- A set of tools that will enable you to get the best from your staff
- Improved listening and questioning skills that will increase your ability to communicate, engage and influence others
- Ways of effectively supporting your teams to embrace change



- A greater awareness of your personal approach to leadership
- A trusted and supportive network of peers.

### Structure:

We have created a five-module programme to support the Leadership Learning Groups, consisting of a series of videos and workbooks which can all be accessed on-line, allowing you to complete at a time that best suits you within the time frame of each module.

Within each module, you will be invited to attend a 2-hour 'live' virtual Learning Group (made up of a maximum of six people plus a facilitator) via MS Teams. Within these confidential sessions, you will come together to share and discuss some of the latest leadership learning, as well as explore the 'real-life' leadership challenges you are facing in your workplace. To give you time to develop your practice and implement learning in between each module, the Leadership Learning Groups will take place around three weeks apart. You will be required to complete all five modules including finishing the videos and workbooks and attending the 'live' virtual group sessions.

### Cohort dates:

<u>Cohort 1</u>			
Session	Time	Day	Date
Intro	2-3pm	Friday	1 October 2021
Day 1	2 - 4pm	Wednesday	6 October 2021
Day 2	2 - 4pm	Wednesday	27 October 2021
Day 3	2 - 4pm	Wednesday	17 November 2021
Day 4	2 - 4pm	Wednesday	8 December 2021
Day 5	2 - 4pm	Wednesday	29 December 2021

<u>Cohort 2</u>			
Session	Time	Day	Date
Intro	2-3pm	Friday	29 October 2021
Day 1	2 - 4pm	Wednesday	3 November 2021
Day 2	2 - 4pm	Wednesday	24 November 2021
Day 3	2 - 4pm	Wednesday	15 December 2021
Day 4	2 - 4pm	Wednesday	5 January 2022
Day 5	2 - 4pm	Wednesday	26 January 2022

<u>Cohort 3</u>			
Session	Time	Day	Date
Intro	2-3pm	Friday	25 February 2022
Day 1	2 - 4pm	Wednesday	2 March 2022
Day 2	2 - 4pm	Wednesday	23 March 2022
Day 3	2 - 4pm	Wednesday	13 April 2022
Day 4	2 - 4pm	Wednesday	4 May 2022
Day 5	2 - 4pm	Wednesday	25 May 2022

### How to apply?

Please complete an application form which can be found [here](#) and submit no later than **10<sup>th</sup> September 2021**.

We will then confirm your placement to enable you to start on the cohort of your choice.



What people have said about these experiences in the past working in the south East and south West regions:

*"I think sharing the experience along with other managers has been very beneficial – it has been a helpful, friendly and safe platform. The course has given me the tools to be more self-aware and to focus on how I lead and how I can bring my team along with me."*

*"I feel I have grown as a person and looking at my own well-being as well as in my role. It has also been a safe space this year to talk and be part of a group."*

*"These sessions have really helped with my confidence. It was great being around other people from similar job roles and laying out a variety of challenges and day to day tasks we do. Hearing of different approaches and advice was great! We all had a say, we all listened, and we all took part!"*

## About the facilitator

These sessions will be facilitated by Caroline Bell.

Caroline is a leadership development facilitator, trainer and coach and has been running her own business, CSB Learning, since 2009. She specializes in leadership development, working with individuals and groups to develop and strengthen their ability to lead others.

Caroline's programmes focus on the practical application of leadership skills, from developing individuals' emotional intelligence and personal effectiveness, through to leading change and managing performance. Her delivery style is both supportive and outcome focused. She ensures her sessions are inclusive and makes the most of the opportunity to share the wisdom and experience 'in the room'. She also draws on her NLP training and her coaching skills to ensure delegates get the most out of the time they spend together.

Prior to starting her own business in 2009, Caroline worked in various management roles in the private, voluntary and public sectors, including fifteen years working in the NHS. She has a Masters degree in Human Resource Management, is a Chartered Member of the Chartered Institute of Personnel and Development (CIPD), a qualified coach, and is an approved practitioner of Myers Briggs Type Indicator (MBTI)



**For more information, please contact us at [oe.leadershipacademy.nhs.uk](mailto:oe.leadershipacademy.nhs.uk)**

