

FMLM Tomorrow's Strategic Leader Programme

TO: Employers

We are delighted to inform you that a doctor within your organisation is interested in developing their personal leadership and management skills by applying to the [FMLM Tomorrow's Strategic Leader Programme](#), a *proven* leadership development programme.

The evidence shows that good leadership benefits healthcare organisations by having better patient outcomes and increased productivity. In high performing organisations, the levels of team working and medical engagement will be high resulting in continuous improvement in the value (quality/cost) of care for patients.

The programme:

- Suitable for senior trainees, consultants and GPs
- 10-days face to face development days over 12 months
- Expert-driven programme that transforms the way participants think about leading
- Explores 'self' and 'team' dynamics, helping participants to understand how to create an optimal environment in which to drive improved clinical care.
- Imparts a deep understanding of strategic leadership and the tools to continually develop beyond the scope of the programme itself
- Develops capacities and capabilities to lead within a volatile, uncertain, complex and ambiguous world
- Aims to develop an understanding of the bigger healthcare picture, both locally and nationally
- [Independent evaluation](#) of the programme was rated extremely positively.

Benefits to your organisation:

- Participants are required to bring a specific project, requiring complex leadership, relevant to their organisation, giving them the opportunity to practice their learning and giving the organisation tangible outcomes.
- Have a team member with a heightened understanding of essential facets of leadership and management who understand themselves, leadership styles, how they function in teams, cope with complexities and ambiguities, have learnt how to handle difficult conversations, 'influence with integrity' and have had hands-on experience of how organisations, systems and politics function.
- Return on investment, the programme has demonstrated on average a 10% progression in the leadership competence of participants.

"Whilst all the focus is on managing today's pressures, the true transformation of care needs to proceed in parallel. We must therefore develop a pipeline of clinical leaders who understand the strategic aims, system working, collaboration for mutual benefit and principles of large-scale change. They are the future and need to think differently. Two individuals, who were part of our talent mapping from our trust, took part in Tomorrow's Strategic Leader. The programme gave them a different lens and both have gone on to adopt new roles within the organisation, with impactful change and influenced a cohort of younger clinicians to engage in leadership. A great return on investment for the trust."

Andrew Haines, Medical Director, Sherwood Forest Hospitals, NHS Trust

Support:

To help facilitate your doctor's participation in the programme and reap the benefits that the programme can bring to your organisation, we ask you to support them in the following ways:

- By accommodating requests for study leave
- By providing financial support either wholly or partially. The price of the programme is £4300 or £4300 for FMLM members. Payment plans are available.

For further information, please email: events@fmlm.ac.uk or call: 0208 051 2060



'I qualified 15 years ago and I can honestly say that the course is the most valuable and interesting thing I've done in all that time. The mix of personal coaching, exposure to senior leaders and the ability to be with a group of interesting, emotionally intelligent people for a couple of days every few months and to be able to reflect and "look back in on" our work has been extremely useful'.

Tom Palser, Surgeon, University Hospitals of Leicester NHS Trust.

The programme was 'mind opening and a forum for exchange with peers and colleagues across the health sector who want to make a difference'. It offered 'a breadth of experience across the health economy and a better understanding of the real levers for change in health'.

Shivali Talsania, Deputy Medical Director and General Practitioner

