The Mary Seacole Programme

Leading Care I
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Who was this programme named after?
Mary Seacole was a Jamaican woman who battled discrimination to become a pioneer of modern nursing. Loving, determined, and resourceful, she worked tirelessly to bring practical, compassionate care to frontline troops during the Crimean War and around the world.

Taught to care for wounded soldiers from childhood, but without any formal training, ‘Mother Seacole’ pushed the frontiers of emergency care: skilfully caring for soldiers during the deadliest outbreaks of cholera and under open fire. The cramped and dirty conditions of the trenches led her to establish the ‘British Hotel’, giving much needed respite to sick and wounded troops.

Her work is a lasting reminder that healthcare means much more than treatment and cure – and that the individuals in the frontline of care have a powerful legacy to leave.

She remains an enduring symbol of the welcoming spirit, selflessness and dedication upon which our NHS was founded.

Why this is a great opportunity
If you’re in your first recognised team leadership or team management role or looking to move into one in the next two years and you want to do more to champion compassionate patient care, then this programme is for you. This programme:

• Has been created in partnership with internationally renowned business and academic experts: The Open University (renowned provider of distance learning and world class triple-accredited business school) and Hay Group (global experts in leadership development).

• Is a fully accredited programme leading to an NHS Leadership Academy Award and a Postgraduate Certificate, in Healthcare Leadership – boosting your career prospects in areas across the healthcare system.

• Has a strong practical focus which means you can apply your new skills immediately, making a difference for your colleagues as you learn.

• Central to the programme is the work you will undertake on a service improvement project in your workplace. This provides you with an opportunity to demonstrate how you have applied the concepts and ideas from the programme to bring about an improvement in the area in which you work for the benefit of patient services.

• Involves a combination of face-to-face and online learning to fit around your schedule.

• Involves you being guided by a personal tutor who as well as being a subject expert, is also a specialist in supporting learners to combine learning with busy lives.

• Is one of a suite of progressive leadership programmes that will help you progress your career up the NHS.

• The Postgraduate Certificate that you will gain on successful completion on the programme, will exempt you from the first 7 months of the Elizabeth Garrett Anderson Programme – Leading Care II, leading to an MSc in Healthcare Leadership.

• Has full funding available for many participants. All places will need employer support to attend.
Your journey

- Check your eligibility, go to www.leadershipacademy.nhs.uk/seacole
- Talk to your manager and get their support
- Register at www.leadershipacademy.nhs.uk/seacole

12 month programme

10-12 hours a week

Achieve an NHS Leadership Academy award in Healthcare Leadership and a Postgraduate Certificate in Healthcare Leadership

Speak to your Line Manager for their approval and then register for the Mary Seacole programme at www.leadershipacademy.nhs.uk/seacole
Programme details

The programme will provide you with practical skills for leadership along with the knowledge of relevant theories, concepts, debates and controversies in healthcare. The programme will also help support you in becoming a better, more reasoned and self-aware leader. The programme is delivered in nine programme units, each being 4-5 weeks long, as follows:

**Unit 1** Explores what leadership and quality of care mean for you and the service you work in, taking different perspectives about the nature of leadership.

**Unit 2** Identifies different ways of gathering information about the kinds of experiences patients have and how to use different kinds of evidence to make robust decisions.

**Unit 3** Looks at how organisations work, and considers how processes can be more effective.

**Unit 4** Builds an understanding of how to manage various stakeholder relationships that your team or service is accountable to; this includes clarifying what requirements and standards must be met, and how to manage and improve performance in healthcare, including effective use of feedback and staff appraisals.

**Unit 5** Looks at the social and emotional aspects of providing healthcare and use this understanding to consider how you lead and how you can improve your own team’s performance.

**Unit 6** Investigates how to bring about change in your context by defining a manageable improvement or innovation in the quality of care, drawing on your insights and concepts from the programme.

**Unit 7** Enhances your understanding of leading and working with change in a complex stakeholder environment.

**Unit 8** Reviews tools and methods for evaluating improvement and innovation projects, including reflecting on your own efforts to enhance care quality.

**Unit 9** Crystallizes your learning about improving your service and your role as a leader.
Week in the life

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

There are nine units on the programme, each delivered in roughly four-five week blocks, with plenty of support available at every stage. The programme is organised around a state of the art online virtual campus, to help you juggle the programme around your work and other commitments.

A typical week might look like this:

- Going online several times a week – a lot of the programme is delivered online, meaning this can be done any time to fit around your schedule. Once you’ve logged in you might do an interactive exercise, watch some video clips, or read through an article by a leadership expert.
- There should be lots of interaction with your tutor group on a day-to-day basis; getting involved in debates and conversations with your colleagues and tutor via the online portal will all be a key part of your development. You might want to check in with any conversations going on, and maybe post a few comments about the topic in question. Some weeks you might have a scheduled webcast about a certain topic; this will give you different perspectives from across the NHS and beyond. You might need to read up on the next topic and spend a bit of time reflecting on what you’ve learned. You might check in with your personal tutor (online or on the phone) to talk through an idea or any concerns you might be having – your tutor is always available to provide one-on-one support throughout the programme. Every online activity tells you how long it will take to help you decide when to do it.
- You might have a tutor group meeting to attend (there are three during the programme, located in your region) – this is a chance to get together with your tutor group and talk about what you’ve learned so far and learn from your colleagues’ diverse experiences in their respective parts of the healthcare system.
- During the programme, you will be asked to apply what you’ve learned in the workplace by undertaking a small improvement project, thinking about things that you do every day in a completely new light and encouraging you to try different approaches. You’ll be encouraged to discuss these experiences in your workplace, and to be ready to share them with your tutor group at the next get-together.
- Three times during the programme you will attend a Leadership Workshop located in your region. At these Workshops you will take part in a range of thought-provoking activities and leadership development exercises with your tutor group and others. If you’re preparing for a Leadership Workshop, you might do an online diagnostic exercise to help you understand how you might typically lead in given situations and the impact this has on others.
- Of course, this is an accredited programme so you will need to spend time completing one of four assignments for assessment. These are based on your learning experience about leadership in the NHS. Your tutor will be readily available to help should you get stuck and you will have access to an extensive library of resources too. When you graduate, you will also take part in a local celebratory event.