

Triumvirate: Primary Care Leadership and Change Agent Development Programme 2017-18

This programme is delivered in partnership with West Midlands and East Midlands Leadership Academy's

What does Triumvirate achieve for your practice?

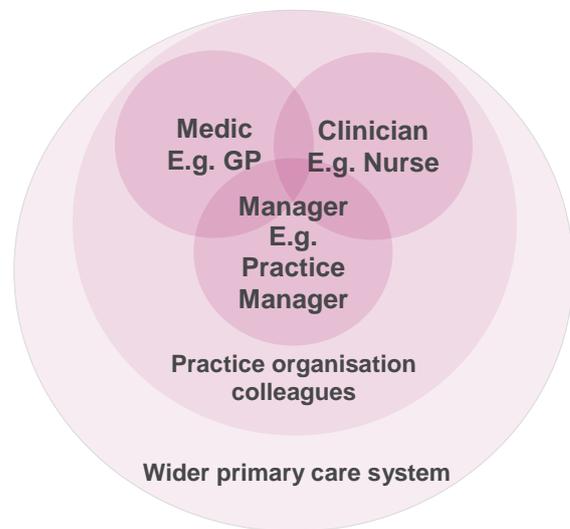
The innovative Triumvirate primary care leadership and change agent programme is designed to enable a team of three multi-professional practitioners from your primary care practice to become a collaborative team of change agents. The leadership and improvement science tools and resources they gain as part of the programme will enable you to transform your organisation. It will prepare you to thrive and face change challenges, transform your systems/processes and to create an enhanced collaborative organisational team culture.

The science of how this is achieved is by transforming your chosen three primary care leaders themselves, developing them together to become a cohesive collaborative change agent team, and then empower them to inclusively apply their learning and change toolkit with all of your wider practice colleagues so that your entire organisation becomes part of this programme and benefits from the learning.

The ultimate return on investment for your practice is not only transforming the individuals on the programme and your wider practice colleagues, but also in tangibly advancing a collaborative organisational change project of your choice, which will spring-board your practice into embracing future sustainable transformational change and helping you to become fit for the future.

How will Triumvirate achieve this for us?

The power of three: The Triumvirate concept is unique in that it brings together three different kinds of health professionals from your practice including a Medic, Clinician and Manager (i.e. GP, Practice Nurse and Practice Manager), or equivalents in wider primary care organisations including Dentistry and Pharmacy etc. They will develop as leaders of change both individually, as a 'tri-leader' team, and also as a team of primary care change agents, practically applying their leadership and organisational transformative learning to transform your organisational culture and change projects in collaboration with your wider practice colleagues.



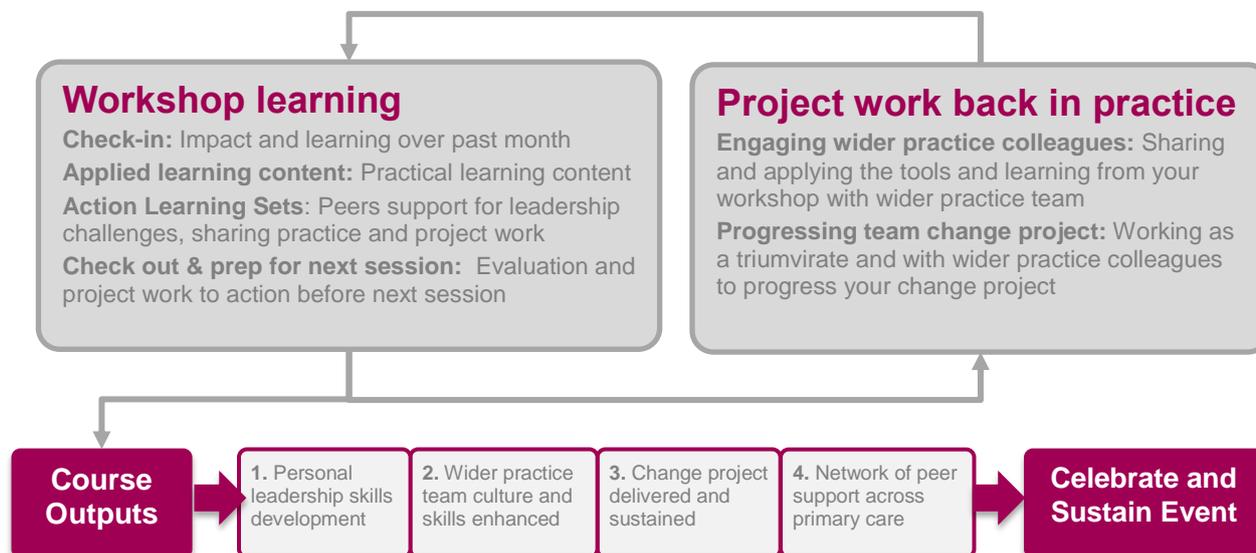
Your change-science toolkit: Participants will access evidence based and practical tools and techniques that will provide insight about themselves and each other and helping to build practice based relationships. They will also access a wider toolkit on how to lead transformational service improvement and cultural change during and beyond the programme.

Practical project work: Participants work together on a common transformation project that is relevant to advancing your organisation, allowing them to demonstrate tangible Return on Investment for their time taking part in the programme.

Engaging the wider practice in the change: The improvement science tools and techniques shared during the programme are specifically chosen and taught in a practical way. This allows your triumvirate team to replicate these back in your organisation and with wider colleagues. This enables them to change your wider organisational culture, and importantly enables your wider organisational colleagues to feel part of the programme.

Networking, sharing practice and peer support: The programme enables participants to network, share best practice and offer peer support between practices both during and after the programme finishes.

Workshop and project work structure: The programme is designed to enable participants to gain new leadership and change agent skills during workshop learning days, and then go away to apply these to your change project and share them with wider practice colleagues so that everyone in your practice benefits from being part of the programme.



What does Triumvirate cover?

Triumvirate will utilise 6 workshop days to equip your change team with the personal development, team development, and improvement science toolkit to enable them to progress your organisational change project. The final celebration day enables all cohorts to come together to share their learning, create a wider peer support network and plan for their future change initiatives.

Day 1: Introducing the programme

- ☑ Launch event - introducing the programme and preparing participants learning journeys
- ☑ Primary care context and leadership challenges
- ☑ Success together, is like... what?
- ☑ Introducing the Healthcare Leadership Model as a team
- ☑ Introducing our change projects
- ☑ Introducing Action Learning Sets (ALS) and sharing practice

Day 2: Leading transformational projects

- ☑ Leadership theory and practice
- ☑ Applying the Healthcare Leadership Model assessment
- ☑ Service transformation and thinking differently toolkit
- ☑ Project initiation, scoping and planning tools
- ☑ Formalising our Action Learning Sets

Day 3: Change management, self-insight & relationships

- ☑ Project plans and presentations
- ☑ Change management tools
- ☑ Culture change models
- ☑ Self-insight and building team relationships (DiSC tool)

Day 4: Influencing, building teams & talent planning

- ☑ Influencing, motivating and relationship building
- ☑ Developing a winning team culture (Belbin)
- ☑ Managing our workforce and team talent

Day 5: Conversations, resilience & presenting with impact

- ☑ Check in on workforce and talent planning
- ☑ Great conversations (talent/career, coaching, clean language, transactional analysis)
- ☑ Personal resilience and impact
- ☑ Presenting yourself perfectly
- ☑ Coaching toolkit (e-learning)

Day 6: Consolidating learning journey

- ☑ Presentations practice - sharing personal learning journeys
- ☑ Consolidating project progress, successes, next steps and sustainability

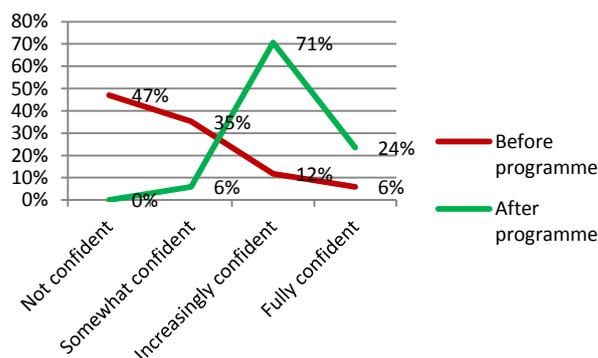
Day 7: Celebrate, share and sustain

- ☑ Sharing outcomes celebration – sharing learning and best practice from our change projects
- ☑ Planning our next steps and our future change project(s)

What do other people say?

We have run several cohorts of the Triumvirate programme. You will be joining an established group of over 40 existing primary care organisations who have already benefitted from this transformational programme.

Still unsure if the programme is for you? Look at the comments others have shared and see how **after** the programme **94%** of participants report being fully or increasingly confident as change agent leaders, a giant shift when compared to how they felt **before** attending!



We're all confident to lead

Increased team cohesiveness

We have a common toolkit for transformational change we all benefit from

We gained an outstanding CQC rating because of the programme!

Changed our organisational culture

The space to think was invaluable to enable us to **increase performance**

Increased communication, engagement and trust

Advanced my career in primary care system leadership

Enhanced practice management

Transformation is now normal for us

Transformed how we work ...collaboratively across our practice

We've seen big behavioural changes

We inclusively involved our entire practice in making **sustainable change**

Understanding my personal leadership potential

We demonstrated the impact of our change project ...and are now onto our next!

When and where

We have four cohorts of Triumvirate running this year across the Midlands geography. You will have a choice as to what cohort works best for you in terms of geography and date and can express your preferred choice as part of the application process. We will aim to bring all cohorts together for a final conference to share the learning across all participants sometime in June 2018.

Important: You must be committed for all of your chosen three practice representatives to attend all of the learning dates. Please block these out in advance of your application.

Cohort location	Dates of 6 workshops						Celebrate, share & sustain joint event
	Nov 17	Dec 17	Jan 18	Feb 18	Mar 18	Apr 18	
West Midlands South: Worcester	Thurs 16 Nov	Tue 19 Dec	Fri 19 Jan	Mon 19 Feb	Mon 19 Mar	Mon 23 Apr	Date to be confirmed June 2018
West Midlands North: Walsall	Fri 17 Nov	Fri 15 Dec	Wed 10 Jan	Thurs 15 Feb	Wed 7 Mar	Wed 18 Apr	
East Midlands 1: Trent Vineyard, Nottingham	Mon 13 Nov	Mon 11 Dec	Fri 12 Jan	Mon 19 Feb	Mon 19 Mar	Mon 16 Apr	
East Midlands 2: Trent Vineyard, Nottingham	Mon 27 Nov	Mon 18 Dec	Tue 23 Jan	Fri 23 Feb	Mon 26 Mar	Mon 23 Apr	

Target audience: who should we send from our practice?

The programme is open to Midlands based General Practice, Dental, Pharmacy and wider primary care teams who believe they will benefit from being part of the programme and who are ready to embrace organisational change.

You will need to identify three multi-professional individuals from your practice organisation to attend (Medical, Clinical and Managerial – i.e. GP, Practice Nurse, Practice Manager or your equivalent).

These individuals should be in a great position to embrace becoming your organisational change agent leadership team, and will be ready to develop individually as leaders, work together as a supportive team, and then apply their newly developed skills and transformation toolkit with your wider practice colleagues so that everyone in your practice benefits from the programme.

About your programme sponsors and facilitators

This programme is delivered in partnership between Health Education England - West Midlands Leadership Academy and East Midlands Leadership Academy. The programme was designed in the West Midlands in collaboration with regional primary care leads and is now being scaled and spread across other regions.

All of your facilitators are leadership and change experts, who are very much looking forward to working with you to enable your team and organisation to reach its potential. We will be joined by regional primary care leads who will act as your sponsors and support you in understanding the wider primary care context and how your practice can effectively embrace the exciting future of primary care.

Costs (free!)

This programme is fully funded in partnership between West Midlands and East Midlands Leadership Academy's. You only have to commit your time to fully engaging with the programme.

How to apply

The application process is as follows:

Step 1: Identify your triumvirate team! Ensure that your chosen three triumvirate leaders are ready to take part in the programme and that they have all of the dates in their diaries in advance – they must commit to attending all learning sessions to be eligible to take part in the programme.

Step 2: Please complete your joint application form on behalf of your practice and send this to leadership.wm@hee.nhs.uk no later than **9am on Monday 16th October 2017**

Step 3: We will review all applications as a panel and write out to you by **1st November 2017** indicating if your practice has been successful in obtaining a place on the programme (or alternatively feedback why you were not successful, or if you have been put on a waiting list for future cohorts in the situation we are over-subscribed).

Step 4: You will receive joining instructions welcoming you to your first day of the programme.

Questions...

Please contact us for any queries that you have about the programme and we will be delighted to help you: Sumiya Khanam | 0121 695 2368 | leadership.wm@hee.nhs.uk