

Target Audience

Health, Social Care and Housing Senior Managers where there is a responsibility to lead innovation and change across the business.

This programme will support learners to develop their leadership skills and abilities. During the programme, learners will analyse their own leadership styles and the impact these can have on themselves and others within their staff teams. Good leadership requires deep human qualities, beyond conventional notions of authority, and to become a good leader people need to have the required attitudes and behaviours that demonstrate their ability to lead teams and organisations to a high standard.

Learners will explore the subject of Emotional Intelligence and understand how their behaviour within a senior role can impact on others. They will also explore how Emotional Intelligence supports the development of a more effective leader.

The programme will support the development of skills in understanding the importance of innovation and change and why we need change within the organisation. This course will explore how to propose innovative solutions to improve organisational performance, including assessing opportunities for innovation and a range of techniques to generate innovative options.

Learners will explore how to lead and manage change within their organisation by creating a change management plan, and ways to implement the change within the management plan and monitor the progress against agreed targets.

This course is delivered using a range of methods and resources including:

- ◆ Live tutor facilitation, interactive polls, questionnaires, scenarios for breakout groups, questioning and participation and an end of session assessment.

This course has been developed and mapped to current occupational standards, qualification frameworks and the following documents and resources:

- ◆ Developing People – Improving Care – A national framework for action on improvement and leadership development in NHS-funded services
- ◆ Chartered Management Institute – Module 3 – Performance Leadership
- ◆ The Leadership Qualities Framework
- ◆ ILM level 5 Managing Improvement
- ◆ ILM Leading Innovation and Change
- ◆ Manage Business Redesign in Health and Social Care or Children and Young People's Services

Course Content

- ◆ The need for innovation and change within an organisation
- ◆ Importance of effectively managing change within your area of responsibility and across the organisation
- ◆ Propose innovative solutions to improve organisational performance
- ◆ Encouraging innovation using techniques such as SWOT and PESTLE
- ◆ Techniques for decision making and problem solving
- ◆ Quantitative and qualitative data for informed decisions
- ◆ Creating a change management plan
- ◆ Implementing the change management plan and monitoring progress against targets
- ◆ Managing resources and activities to achieve the desired change
- ◆ Leadership qualities required for successful change management
- ◆ Role of communication in motivating to achieve change and overcome barriers and other difficulties



Learning Outcomes

After attending this course, learners will be able to:

- ◆ Explain the need for innovation and change within an organisation
- ◆ Describe the importance of effectively managing change within your area of responsibility and across the organisation
- ◆ Explain how to propose innovative solutions to improve organisational performance
- ◆ Describe how to encourage innovation using techniques such as SWOT and PESTLE
- ◆ Describe techniques for decision making and problem solving
- ◆ Explain how to use quantitative and qualitative data for informed decisions
- ◆ Describe how to create a change management plan
- ◆ Explain how to implement the change management plan and monitor progress against targets
- ◆ Describe how to manage resources and activities to achieve the desired change
- ◆ Describe the leadership qualities required for successful change management
- ◆ Explain the role of communication in motivating to achieve change and overcome barriers and other difficulties

Duration: 7 Hours