



## Target Audience

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Managers across a range of Housing, Health and Social Care settings.

Well-led is a national leadership development programme for managers of adult social care services working in the private, public or third sectors. The programme is grounded in the reality of social care delivery and has been developed in partnership with registered managers familiar with the day-to-day challenges of leading a care team.

The Well-led programme is delivered over four learning and development modules and supported by a resource pack of key learning materials and practical tasks which can be used to cascade and embed back into the workplace.

Real-life examples from managers of organisations rated 'good' and 'outstanding' are used to show what is needed to achieve and sustain high standards to deliver high-quality, person-centred care. The programme will support learners to gain a very clear understanding of what well-led looks like and find solutions to improve the quality of care.

The programme is underpinned by models of leadership that can be practically applied to deliver change and secure a well-led future.

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

- ◆ Face to Face tutor facilitation, questionnaires, questioning and participation and an end of module assessment.

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

- ◆ The Leadership Qualities Framework

**The programme is delivered through four interactive modules covering the objectives below:**

- ◆ Develop a clear understanding of what well-led looks like in a care setting
- ◆ Develop a clear understanding of how leadership strategies and techniques can be used to transform services and improve the quality of care
- ◆ Develop the confidence and skills necessary to lead services in an increasingly complex and challenging context
- ◆ Develop clear goals and commitment to improve your personal leadership effectiveness
- ◆ Learn from the experience of others by working with them in a range of collaborative learning activities and networking opportunities.

## Module 1: Know yourself- looking inwards

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### Course Content

- ◆ Understanding leadership in adult social care
- ◆ Moving from management to leadership
- ◆ What is leadership and what does it look like in practice in a well-led service?
- ◆ Resilience and self-care
- ◆ Own approach to leadership
- ◆ Enhancing your own visibility and impact as a leader

### Learning Outcomes

After attending this day, learners will be able to:

- ◆ Describe what leadership in adult social care is
- ◆ Explain the difference between management and leadership
- ◆ Describe what leadership is and what it look like in practice in a well-led service
- ◆ List ways to build own resilience and self-care
- ◆ Reflect on your approach to leadership
- ◆ Explain the ways you can enhance your own visibility and the impact as a leader

## Module 2: Leading a successful service- looking around

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### Course Content

- ◆ Creating and embedding your vision and values
- ◆ Using evidence to improve your service
- ◆ Assessing the ability of your service to deliver high quality care
- ◆ Using future sight to understand your service and respond to new challenges
- ◆ Understanding and applying situational and values-based leadership

### Learning Outcomes

After attending this day, learners will be able to:

- ◆ Explain what your own vision and values are and how to embed these
- ◆ Explain where to find reliable research and how to use the information to improve your service
- ◆ Describe how to assess the ability of your service to ensure you deliver high quality care
- ◆ Explain how to draw from future sight and respond to new challenges
- ◆ Describe how to apply situational and value-based leadership

## Module 3: Leading high-performance teams- looking sideways

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### Course Content

- ◆ Understanding your own team
- ◆ The characteristics of high performing teams
- ◆ Leading high performing teams
- ◆ Managing performance
- ◆ Having courageous conversations

### Learning Outcomes

After attending this day, learners will be able to:

- ◆ Describe how to understand your own team
- ◆ List the characteristics of high performing teams
- ◆ Explain how to lead a high performing team
- ◆ Explain how to manage your own and your teams performance
- ◆ Describe how to have conversations courageously

## Module 4: Leading in and beyond the boundaries of your service- looking outwards

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### Course Content

- ◆ Understanding systems and policy in adult social care
- ◆ Understanding your system
- ◆ Understanding influence and influencing others
- ◆ Using asset-based approaches to leading in your wider community
- ◆ Promoting your service and celebrating its successes
- ◆ Developing personal goals and a commitment to action

### Learning Outcomes

After attending this day, learners will be able to:

- ◆ Describe the systems and policies in adult social care
- ◆ Evaluate your own system
- ◆ Describe what influencing is and explain how to influence others
- ◆ Explain how to use asset-based approached to lead in your wider community
- ◆ Explain how you will promote your service and celebrate its successes

**Duration: 4 Days**