



**Could you contribute your skills and expertise to make a bigger difference across North Central London health & care system?**

You’re invited to join My Home Life England’s

**Advanced Development Programme**

**for established social care leaders**

*“It is worth considering the risk of not working more closely with social care providers: There are massive challenges in terms of health and care at the moment, with the whole system in crisis, we need everyone on board to generate solutions*.” *(ICS lead)*

Apply to take part in this unique development programme!

**There are 16 places available and it’s free to participants.**

North London Councils are working with My Home Life England, based at City, University of London and Care Providers Voice to offer a unique programme of support to 16 social care leaders, helping their active engagement across wider Integrated Care System strategic development.

My Home Life is an international initiative with 17 years’ experience supporting quality of life and promoting positive practice in care home and care settings. Working with 2,400 care leaders, My Home Life programmes have delivered significant outcomes and impact in hundreds of care settings, including enhanced leadership, resilience, confidence, wellbeing and quality of life.

The programme is evidence-based and practice-informed. You will be introduced to a range of tools and support to develop your skills and leadership in working at a systems-level. In parallel, opportunities will be created for you to work alongside colleagues within the system in the development of strategy.

**Programme Background**

Historically social care practitioners/ professionals are often at the receiving end of health and social care strategy. But we are now seeing a change. There is more recognition of the expertise and insights of social care leaders - whether these are care home, domiciliary care or supported living managers or proprietors. Recognition that not only do they know what works and what doesn’t, but also that they might have some novel ideas and solutions that no one has ever previously been interested in.

Work undertaken across London by [My Home Life England](file:///C:\Users\sbrp495\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\CQMBSF86\myhomelife.org.uk), concludes that there is now more of an appetite by both social care leaders and ‘system leaders’ for stronger partnership in identifying solutions to the problems that health and social care faces. This in in keeping with the greater requirement placed on ICSs for partnership-working with social care, which was reinforced by Patricia Hewitt in her recent review.

Creating effective partnership requires transformation of current relationships. It requires shifts on both sides. This programme aims to begin this process of change and learning from attempts to enable social care leaders to play an equal and effective role in strategic development and implementation. It is funded by Rayne Foundation, a grant-making charity with a particular interest in the development of social care professionals. The programme provides a bedrock of support and development to social care leaders with a range of opportunities, still being explored, for participants to work on a variety of strategy priorities identified within the ICS.

**Programme aims and objectives**

* To provide a supportive foundation~~,~~ and the opportunities~~,~~ for social care leaders to play an effective role as policy shapers and influencers around relevant issues affecting health and social care in North Central London. Learning the lessons about what works well, where are the opportunities? Where are the ongoing blockages?
* Demonstrating the value of the strategic engagement of social care leaders in health and social care decision making.
* To consider how this programme can facilitate career progression for social care practitioners and leaders.
* To feed the learning into discussions with stakeholders from across the London system and elsewhere to influence and inform future practice.

**Intended Outcomes**

Key desired outcomes for participants are:

* Enhanced resilience and professional confidence
* Increased skills in influencing, in navigating health and social care systems and policy and working in partnership with system leaders
* Enhanced skills in representing the voices of other providers and service-users

Other outcomes

* Better quality strategic development and implementation through social care leader engagement
* Clear understanding of the value of the programme and how it can be improved/ sustained.

**Programme Content**

The support and development strand of the programme will be delivered at City, University of London (near Angel). It aims to blend group coaching and action learning with taught content, stimulus and stretch from external speakers and reflective practice. Taught content will be informed by a 1-1 pre-programme conversation with the Programme Lead. The intention is to have a programme design that can both ‘flex’ to the needs of participants and to the opportunities within the system to enable leaders to inform and shape policy and practice.

The programme will comprise 6 full day workshops in dispersed by 5 action learning sets commencing in Spring 2024 and completing in February 2025.

1. **Full-day workshops:**

Our initial thoughts on content of the workshops include:

* Professional confidence, personal presence and voice, influencing and presentation skills
* How to communicate effectively to different audiences
* How to gather a range of stakeholder views from the care sector
* Understanding the system and identifying opportunities for care providers to take greater leadership roles, as equal partners, at place and system level in the ICS

1. **Strategic Engagement**

After completion of the initial workshops, a key component of this programme will be the opportunity to work alongside leaders within the H&SC system to tackle real time change issues within a supported and facilitated environment. We will work with key individuals with the health and social care system to identify particular key areas where social care leaders could play an active and equal role in shaping and operationalising policy. Some of these areas could be around:

* + 1. Discharge/ admissions
    2. Supporting providers to meet complex needs
    3. Mental health
    4. Accommodation fit for the future
    5. Capital projects and new models of care.

It is unclear at this stage what such strategic engagement might look like. It may involve face to face or teams meetings, preparatory reading, consulting with other care providers and offering new development ideas. Similarly it is unclear how much time is likely to be needed in order to deliver this role. **Our suggestion is that you should assume that 1 day a month** needs to be allocated to this. Our role will be to work with you to negotiate the role definition and your level of involvement.

**Half-day action learning**

The 5 action learning sets are an opportunity to feedback on your experience of working on these strategic areas, to gather support from the group in how to respond to the key challenges that you are facing.

**Co-Mentoring:**

Our plan is to identify individuals from the system that can attend some of the sessions partly to help participants to better understand how the system operates but also as a learning opportunity for that external stakeholder. Additionally, our hope is that we can identify co-mentors from within the wider health and social care community that can offer reciprocal advice and support to participants as they develop in their role.

**An iterative process**

You will be a pioneer in this ground-breaking work. We are working in a complex environment and know that what we are trying to do is ambitious and full of uncertainty. We will be constantly working with you to reflect on the process and to co-create new possibilities if our original plans are not delivering our key aims.

**Eligibility criteria**

**How to get involved**

1. Complete the Expression of Interest form and return it to mhl@city.ac.uk by **Thursday** **March 28th 2024**
2. Feel free to contact us via email [mhl@city.ac.uk](mailto:mhl@city.ac.uk) if you have any questions
3. Put all the dates in your diary (see below)
4. Once we receive your Expression of Interest, you will be invited to a 20 minute informal interview via Zoom with Christine Fogg (one of the facilitators)
5. If you are successful, you will receive a) confirmation of your place on the programme, b) an introduction from your facilitator and c) a welcome pack prior to the programme starting.

**Programme Facilitators**

**Christine Fogg**

Once a nurse, Christine is an experienced facilitator and coach with 8 years’ experience of working with My Home Life on our leadership programmes for care home and home care managers across health and social care.

**Tom Owen**

Tom has been working with older people in care homes for 35 years as a researcher, campaigner and practitioner. He is the co-founder of My Home Life and Director of My Home Life England.

**Programme dates and outline content**

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| **Tuesday 16th April 2024**  **9:30-16:00** | Workshop One: Welcome and stepping in, resourcing yourself as a leader  * Introduction to the programme * Personal development planning * Your leadership role / Building resilience * Leadership fuels and strengths |
| **Wednesday 17th April 2024**  **9:30-16:00** | Workshop Two: Making an Impact  * Personal presence * Defining your personal brand * Telling your story and the story of your setting * Communicating effectively to different audiences |
| **Wednesday 8th May 2024 either 9:30-12:30 or 1.30-4.30pm** | Action Learning Set 1 |
| **Tuesday 4 June 2024:**  **9:30-16:00** | Workshop Three: Power, influence and collaboration  * Personal power and how to influence effectively * Working with others/ exploring collaboration * Gathering stakeholder views from the care sector * Mapping and building your network * Matching with your co-mentor (to support personal learning goals) |
| **Tuesday 25th June 2024 either 9:30-12:30 or 1.30-4.30pm** | Action Learning Set 2 |
| **Wednesday 3rd July 2024:**  **09:30-16:00** | **Workshop Four: System leadership**   * Relational connections and the wider system * Understanding your system * Meeting / connecting with system leaders and defining a real time strategic development project |
| **Tuesday 10th September 2024**  **9:30-12:30 or 1.30-4.30pm** | **Action Learning Set 3** |
| **Tuesday 1st October 2024:**  **9:30-16:00** | **Workshop Five: Content to be decided**   * Checking in on progress and action planning * Finding opportunities for you to take up leadership roles at system level * Working alongside system leaders |
| **Tuesday 12th November 2024 9:30-12:30 or 1.30-4.30pm** | **Action Learning Set 4** |
| **Tuesday 7th January 2025 either 9:30-12:30 or 1.30-4.30pm** | **Action Learning Set 5** |
| **Tuesday 11th or Wednesday 12th February 2025** **TBC –** 9.30-16.30 | **Final Workshop and Celebration Event**   * Capturing learning and next steps |