

UHNM Leadership Journey - "Leading the Way"

	Organisational Development Offerings	Learning Education & Widening Participation Offerings * (See Apprenticeships)	External Development Offerings	High Potential Talent Schemes
Pioneering	<i>For strategic leaders working in very senior organisation-wide roles (Band 8a and above)</i> <i>Suitable for Medical Consultants</i>			
Leading Across Systems	<ul style="list-style-type: none"> Platinum Connects (band 8a or above) – 12 month programme Mentoring Coaching 	<ul style="list-style-type: none"> Senior Leader MBA (includes ILM Level 7 Diploma in Leadership and Management or Chartered Management) * 	<ul style="list-style-type: none"> Elizabeth Garrett Anderson Programme – 24 months Nye Bevan Programme – 12 months Keele University Clinical Leaders Consultant Programme - 9 months 	<ul style="list-style-type: none"> UHNM Maximising Potential Scheme 1 year development pathway (Band 8A & 8B) Ready Now Programme (BAME bands 8a+) 12 months High Potential Scheme 2 – 2 years scheme (Band 8C & 8D) Aspire Together Programme (Band 8D+) Clinical Executive Fast Track scheme – 36 months
Emerging	<i>For senior managers that are transitioning into leadership roles (Band 7 and above)</i>			
Transitioning into Senior Leadership	<ul style="list-style-type: none"> Gold Connects – 12 month programme Mentoring Coaching Leadership Development Brochure 	<ul style="list-style-type: none"> MBA Senior Leader– 24 months (Criteria 2:2 honours degree or equivalent) * Chartered Manager Degree Apprenticeship– 48 months * 	<ul style="list-style-type: none"> Rosalind Franklin Programme – 9 months 	<ul style="list-style-type: none"> UHNM Maximising Potential Scheme 1 year development pathway (Band 7) Aspire Together Programme (Band 7+) Stepping Up Programme (BAME band 7) – 2-3 months
Aspiring	<i>For experienced managers wishing to build their skills as potential leaders (Band 6 and above)</i>			
Management into Leadership	<ul style="list-style-type: none"> Silver Connects – 12 month programme Mentoring Coaching Leadership Development Brochure 	<ul style="list-style-type: none"> Chartered Manager Degree Apprenticeship– 48 months * 	<ul style="list-style-type: none"> Mary Seacole Programme – 6 months 	<ul style="list-style-type: none"> Graduate Management Training Scheme (GMTS) 2 year development scheme Stepping Up Programme (BAME band 5 & 6) – 2-3 months
Developing	<i>For those who are preparing to take charge or new to leading teams (suggested Band 5 and above)</i>			
First Line Management	<ul style="list-style-type: none"> Silver Connects – 12 month programme Mentoring Coaching Leadership Development Brochure 	<ul style="list-style-type: none"> Operations / Departmental Manager Apprenticeship (Level 5 Diploma)– 24 months * Higher Apprenticeship – Management Level 4 * 	<ul style="list-style-type: none"> Mary Seacole Programme – 6 months Rosalind Franklin Programme – 9 months 	<ul style="list-style-type: none"> Stepping Up Programme (BAME band 5 & 6) – 2-3 months
Foundations	<i>For new to role managers and supervisors (suggested Band 4 and above)</i>			
Introduction to Leadership & Management	<ul style="list-style-type: none"> Gateway to Leadership Gateway to Management Silver Connects – 12 month programme Mentoring Coaching Leadership Development Brochure 	<ul style="list-style-type: none"> Higher Apprenticeship – Management Level 4 * Team Leader Level 3 – 13 months * 	<ul style="list-style-type: none"> Edward Jenner Programme – approx. 6 months online & distance learning 	<ul style="list-style-type: none"> Stepping Up Programme (BAME band 5 & 6) – 2-3 months
First Step	<i>For individuals with no management experience but are aspiring to management roles (any Band)</i>			
Preparation for Leadership & Management	<ul style="list-style-type: none"> Gateway to Leadership Gateway to Management Mentoring Coaching Leadership Development Brochure 	<ul style="list-style-type: none"> Team Leader Level 3 – 13 months* Business Administration Advanced Level 3 – 18 months * 	<ul style="list-style-type: none"> Edward Jenner Programme – approx. 6 months online & distance learning 	<ul style="list-style-type: none"> Stepping Up Programme (BAME band 5 & 6) – 2-3 months