

**ALLIANCE MANCHESTER
BUSINESS SCHOOL**

SENIOR LEADER APPRENTICESHIP

**ELIZABETH GARRETT
ANDERSON**

Including PG Diploma with pathway to a
Masters (MSc) in Healthcare Leadership
and NHS Leadership Academy Award

MANCHESTER
1824

The University of Manchester
Alliance Manchester Business School

NHS

Leadership Academy

SENIOR LEADER APPRENTICESHIP

ELIZABETH GARRETT ANDERSON

This programme helps middle to senior level leaders in health and social care develop leadership capability, improve confidence and increase resilience. It prepares leaders for the demands of senior leadership today – and into the future.

The programme comprises of a 24 month, part-time Level 7 Senior Leader Apprenticeship, funded by the Apprenticeship Levy in England.

Alongside the apprenticeship, you will also work towards a Masters (MSc) in Healthcare Leadership from The University of Manchester, and an award in Senior Healthcare Leadership from the NHS Leadership Academy.

Who is the programme for?

The Senior Leader Apprenticeship Elizabeth Garrett Anderson is for middle to senior level leaders in health and social care who are:

- > Aspiring to take on a more senior leadership role and looking to have a wider impact.
- > Committed to developing their leadership skills and behaviours and undertaking an academic qualification.
- > Motivated to apply new skills, learning and behaviours directly to real-time work related improvements.

Apprenticeship Levy and the Senior Leader Apprenticeship

All employers with payroll over £3 million pay 0.5% of their payroll into a levy account. The government adds 10%. The combined account pays for apprenticeship training programmes from approved training providers.

In 2018, the UK government and partners created a standard for the Knowledge, Skills and Behaviours expected from managers at a senior level. The Level 7 Senior Leader Apprenticeship was designed to help managers and leaders achieve this standard and develop more sustainable businesses.

The Senior Leader Apprenticeship Elizabeth Garrett Anderson is fully funded by the Apprenticeship Levy.*

What are the employer's responsibilities?

The Senior Leader Apprenticeship Elizabeth Garrett Anderson is extremely valuable for organisations, and like all apprenticeships, this is a serious undertaking for the individual and their employer. Here are some obligations to bear in mind:

1. Employers must support learners with a minimum of eight hours per week for off the job training.
2. Sign a contract with the University as their apprenticeship provider.
3. Ensure mandatory documents are signed and up-to-date for each apprentice learner throughout their apprenticeship.
4. Ensure the apprentice learner is supported by an appropriate work based mentor, throughout their studies.

WHAT IS IT?

Elizabeth Garrett Anderson is an award winning Leadership Development Programme.

The Senior Leader Apprenticeship Elizabeth Garrett Anderson is an alternative pathway.

WHAT DO YOU GET?

Level 7 Senior Leader Apprenticeship

MSc Healthcare Leadership from University of Manchester

Senior Healthcare Leader Award from NHS Leadership Academy.

DEVELOP YOUR LEADERSHIP

Gain more strategic leadership skills to develop your career, enhance your leadership practice and support long term improvement to quality of care.

WHO IS IT FOR?

Middle to senior leaders in health and social care aspiring to take on more responsibility.

HOW IS IT FUNDED?

The Senior Leader Apprenticeship Elizabeth Garrett Anderson costs £14,000 and is fully funded by the Apprenticeship Levy*.

PROGRAMME GOLDEN THREADS

Three golden threads run throughout the programme content, closely aligned to the NHS People Plan.



Leadership that promotes equality, diversity and inclusion



Leadership focused on the quality of care provided to patients, service users and carers



Leading sustainable improvement of services and processes

*The Masters (MSc) in Healthcare Leadership requires an additional £3,500 tuition fee.

PROGRAMME SUPPORT AND ASSESSMENT

SUPPORT FOR LEARNING

Anderson tutor guides you throughout the programme, with regular reviews through coaching and leadership development.

Work-based mentor supports you inside your organisation, focusing on workplace development and helping promote opportunities for enhanced learning on the course.

Virtual Campus is your online companion throughout the programme. It is where you will find all the resources you'll need, including: webinars, videos, psychometric assessments, surveys, learning journal, books, tutorial and discussion boards, and social networks.

Action Learning Sets provide peer to peer support and learning within a group of fellow learners. They help equip you with practical skills to craft your leadership role, style and skills.

ASSIGNMENTS AND ASSESSMENTS

The programme is assessed through a combination of critical and practical assignments, a strategic business proposal and professional discussion.

- > Critical assignments:
6 in total, 1 per unit ranging from 500 words to 3,000 words.
- > Work based assignments:
12 in total, 500 words for each.
- > Strategic business proposal:
4,000 words.
- > Portfolio review and professional discussion (End Point Assessment).

THE MASTERS (MSC) ELEMENT

The Senior Leader Apprenticeship Elizabeth Garrett Anderson concludes with Unit 7b, the Healthcare Leadership case study, culminating in a 7,000 word case study and a presentation, applying learning from the programme to your organisation.

WHAT WILL I LEARN?

The programme takes you through a learning journey that focuses on care quality and patient experience, where equality and diversity are proactively implemented. By the end of the programme, you should achieve six leadership objectives:

1. Understanding how you, as a leader, can make a difference to improving care quality and patient experience.
2. Enabling others to give their best to improve care quality and patient experience.
3. Embedding behaviours that improve care quality and patient experience.
4. Making patient-centred co-ordinated care happen.
5. Making decisions based upon the best available evidence to improve care quality and patient experience.
6. Creating value for patients and the public.

WHAT ARE THE BENEFITS?

BENEFITS FOR YOU

- > New knowledge and skills
- > Greater confidence and personal impact
- > Professional peer network
- > Career development
- > A Senior Leader Apprenticeship
- > Fellow of Institute of Leadership and Management
- > MSc Healthcare Leadership
- > NHSLA Award in Senior Healthcare Leadership

BENEFITS FOR YOUR ORGANISATION

- > Immediate, tangible and positive changes
- > Build a leadership critical mass
- > Increased resilience, capability and confidence in leaders
- > More strategic and collaborative working across complex systems
- > Developing leaders with greater impact on culture and inclusive patient care
- > Retaining talent and growing the leadership pipeline
- > Utilise the Apprenticeship Levy

PROGRAMME AT A GLANCE

INTAKE	2 intakes per year, May and December
LOCATION	Manchester / London / other locations and local action learning sets
DURATION	24 months
COURSE FEES	The course fees are £14,000 per person, fully funded by the Apprenticeship Levy, with pathway to a Masters (MSc) in Healthcare Leadership, which requires an additional £3,500 tuition fee.
ENTRY REQUIREMENTS	A degree is not an essential requirement for entry on to the course as there are different routes to apply: 1. A First or Upper Second class honours degree (2:1), plus three years' management experience (with strong and consistent career progression and achievement) 2. A Lower Second or Third class degree or equivalent professional qualification, plus five years' management experience (with strong and consistent career progression and achievement) 3. No degree, but five years' management experience (with strong and consistent career progression and achievement) All routes require GCSE Maths and English at grade C or above or equivalent qualification
PROFESSIONAL EXPERIENCE	Three to five years' management experience
ACCREDITATION	Level 7 Senior Leader Apprenticeship MSc Healthcare Leadership awarded by The University of Manchester NHS Leadership Academy award in Senior Healthcare Leadership Professional recognition award MCGI (Member City and Guilds Institute) Member of the Institute of Leadership and Management
DELIVERY	12 days of workshops (face-to-face and online), group learning, reflective discussion, action learning sets, one to one coaching, self-guided study

PROGRAMME UNITS

The design combines your real-world experience with the practical application of leadership, all whilst providing personal and professional development.

The programme helps you to explore the Knowledge, Skills and Behaviours important for leading others and building a culture of patient-centred care.

The units each reflect a core theme of leading self, leading teams, and leading organisations and systems, connecting all three in a more systemic way.

The final units prepare you for End Point Assessment (EPA) and achievement of your Masters (MSc) qualification.

SELF TEAM ORGANISATION

- Unit 1 Understanding and Developing Leadership Practice
- Unit 2 Building Foundations for Team Effectiveness
- Unit 3 Making Sense of Organisational Values, Engagement and Service Delivery

ORGANISATION TEAM SELF

- Unit 4 Delivering System Wide Coordinated Care
- Unit 5 Creating Engaging and Learning Cultures
- Unit 6 Evaluating my Leadership

STRATEGIC BUSINESS PROPOSAL AND PROFESSIONAL DISCUSSION

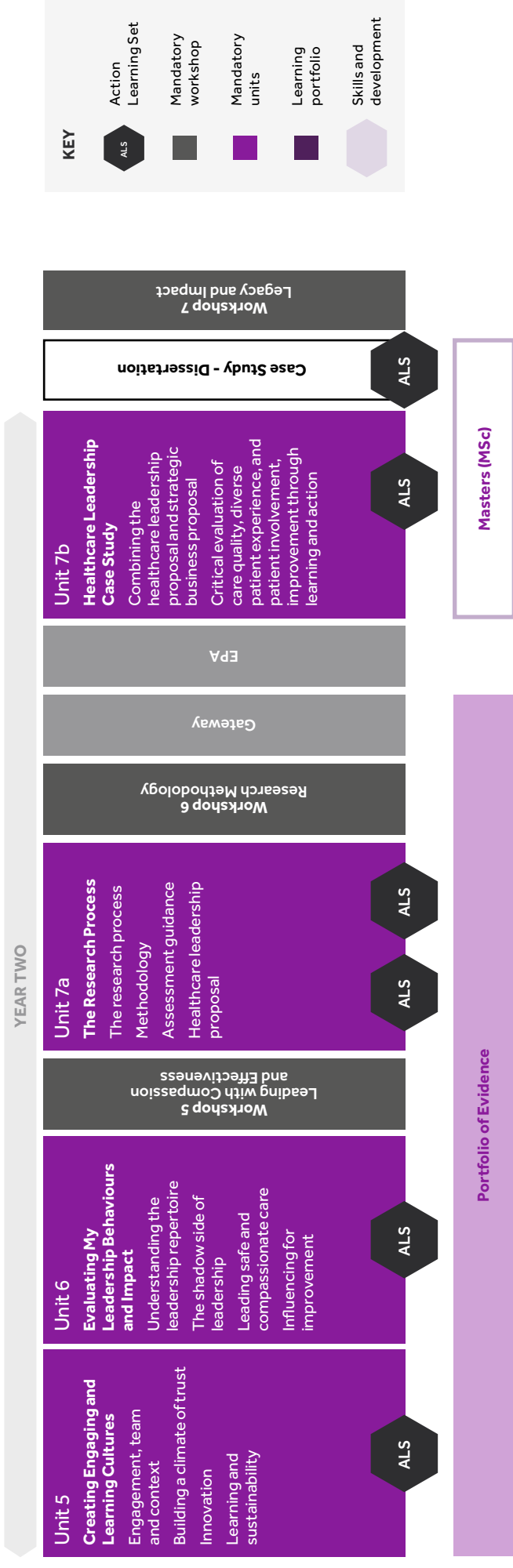
- Unit 7a Organisational Research Study Skills
- Unit 7b Healthcare Leadership Case Study

OFF-THE-JOB TRAINING

Your employer must agree to support you in gaining development time by releasing you to complete your studies with the University, and/or to attend other development opportunities.

Although the minimum statutory requirement for all apprenticeships is equivalent to six hours per week, for Senior Leader Apprenticeship programmes, you should expect and plan for at least eight hours per week. There is some evidence of higher attainment for those who allow for 10 hours per week.

THE PROGRAMME



KEY

- ALS (Action Learning Set)
- Mandatory workshop
- Mandatory units
- Learning portfolio
- Skills and development



Sharon Forrester

Head of Urgent Care and Community Services, Sefton Clinical Commissioning Group

"I was inspired to come on the programme because I wanted to take my career to the next level. I am a nurse by background and have 24 years of clinical experience within the NHS. Although I've had considerable experience and exposure within the organisation, I wanted to put some theory behind the practice.

Leadership is key to the NHS. I want to be the best leader I can be, and I think this programme equips me with the tools to think laterally about how we, as a team, can improve the level of service and patient care that we provide."



Karen Shawhan

Programme Director, Alliance MBS

"The Senior Leader Apprenticeship Elizabeth Garrett Anderson allows NHS employers to access funding which supports the development of current and future leaders, whilst at the same time still delivering the patient-centred, compassionate leadership approach which has been key to the success of the standard EGA programme."

BUILDING ON THE SUCCESS OF THE STANDARD EGA

Since 2013, over 2,300 leaders have participated in the Standard EGA pathway. The newly developed Senior Leader Apprenticeship Elizabeth Garrett Anderson provides an alternative pathway, building on the success of the existing programme and incorporating the Knowledge, Skills and Behaviours required for a Senior Leader Apprenticeship award.



Celebrating the **first 12 intakes** of the Elizabeth Garrett Anderson programme



89% reported that they had been **promoted** during the programme



This programme has won **6 Gold Standard** awards since 2014, including the **2016 European Foundation for Management Development (EFMD) Excellence in Practice Award**



95% of all participants reported that by the end of the programme they were better able to "demonstrate how I and **my team remain constantly in tune** with how the quality of care provided to patients matches what we would want for the people we love most"



52% believed that participating in the **Elizabeth Garrett Anderson** programme contributed to their promotion

WHAT'S NEXT?

Alliance MBS has a long established reputation within the field of healthcare management development. Today we continue to help healthcare professionals address the key areas of commercial acumen, clinical excellence and business development and leadership through our programmes and cutting-edge research.

We have worked alongside the NHS Leadership Academy and the wider consortium on both the Elizabeth Garrett Anderson and Nye Bevan programmes since 2013.

Get in touch to find out more about the Senior Leader Apprenticeship Elizabeth Garrett Anderson.

rosie.gill@manchester.ac.uk

ambs.ac.uk/ega-sla

