

## Lead to Succeed

### Programme Length:

There are 5 modules in total, each topic is a 4-hour session with a live tutor. The 5 modules are usually delivered over a 5-week period. After successfully completing all five modules, you will receive a certification of completion.

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### Who is this programme for:

This programme is designed to help aspiring leaders, new managers and deputies to develop their leadership and management potential. The programme aligns with manager induction standards and the level 5 diploma requirements.

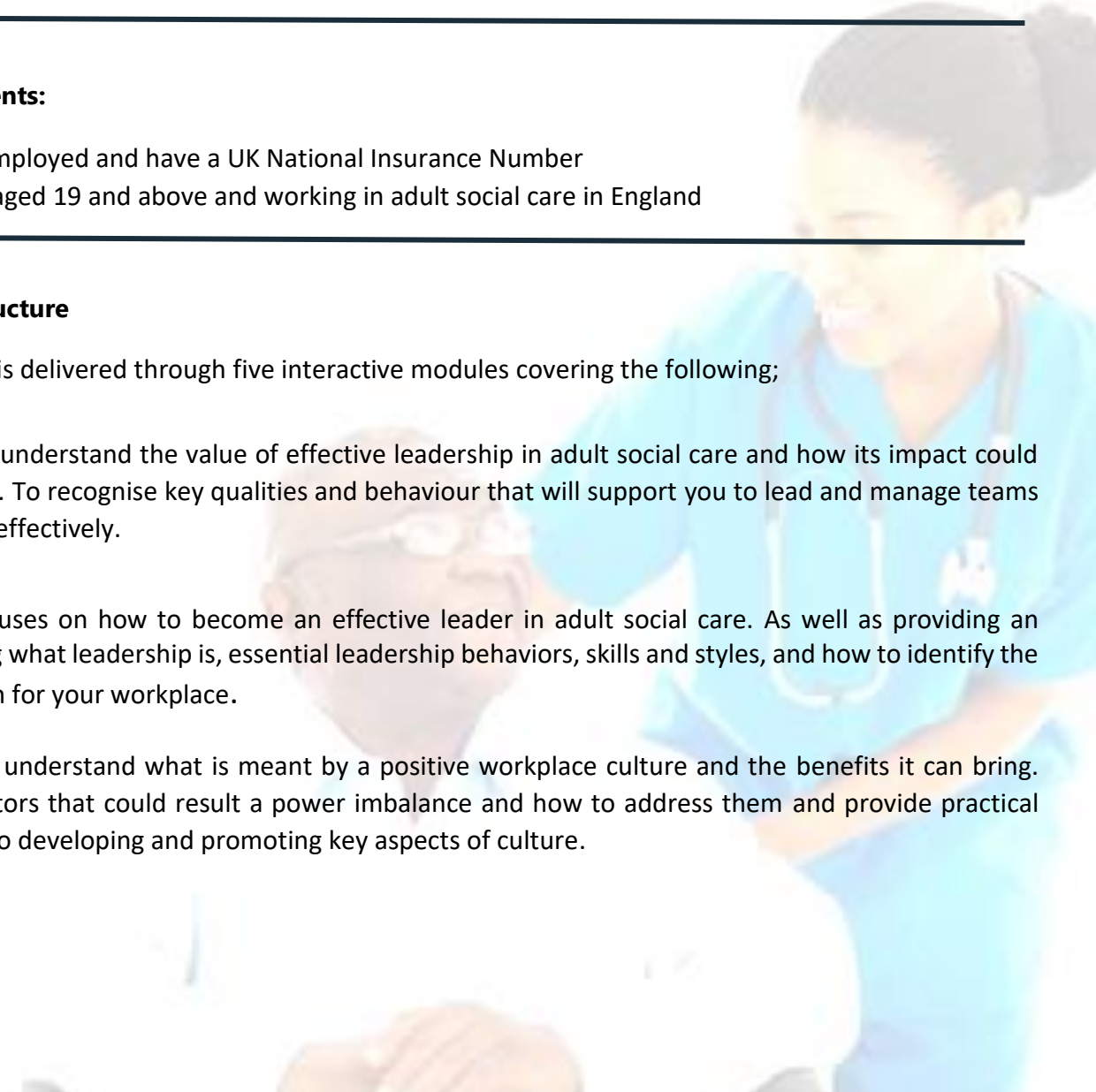
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### Entry requirements:

- Legally employed and have a UK National Insurance Number
  - Must be aged 19 and above and working in adult social care in England
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### Programme Structure

The programme is delivered through five interactive modules covering the following;

- **Module 1** to understand the value of effective leadership in adult social care and how its impact could be measured. To recognise key qualities and behaviour that will support you to lead and manage teams and services effectively.
  - **Module 2** focuses on how to become an effective leader in adult social care. As well as providing an understanding what leadership is, essential leadership behaviors, skills and styles, and how to identify the right approach for your workplace.
  - **Module 3** to understand what is meant by a positive workplace culture and the benefits it can bring. Focus on factors that could result a power imbalance and how to address them and provide practical approaches to developing and promoting key aspects of culture.
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- **Module 4** is about the understanding of supervision within adult social care, as well as exploring leadership behaviour associated with being an effective supervisor. Focuses on the practical strategies to improve your own behaviours when supervising others.
  - **Module 5** focuses on the different aspects of a CQC inspection and what drives an inspection. Provide an understanding of practical strategies to support preparing for inspections, as well as strategies for the day of inspection and following up an inspection – including how to use the grading awarded.
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### **Benefits of undertaking the Lead to Succeed**

- The programme acts as a bridge between care and leadership, whilst emphasising practical outcomes over theory.
  - Lead to succeed will help aspiring managers to understand how behaviours and practical strategies can support them in their day-to-day work.
  - Will help individuals to develop their leadership potential and gain knowledge.
  - Fully Funded CPD Management Programme
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### **Delivery of Teaching and Learning**

- Registered onto Go To Training an online virtual training platform which will include a combination of live presentation via video conferencing, interactive activities, real time engagement and discussions. Where participants will be challenged to put their learning into practice.
  - Each module will have a workbook that provides the teaching and learning needed to complete the assessment. The workbook includes interactive activities and links to videos and further learning.
  - When you have completed each module, they will be directly sent to a tutor for marking. Once your feedback is completed you will be notified by email and provided with your feedback.
  - Each module will emphasis on reflection, helping individuals to learn from their day-to-day experiences and think about how they can do things differently or get better at recognising what they will do well.
  - Regular monitoring and support throughout the programme that ensures progress happens in a timely manner. We are supportive of participants who experience unforeseen or challenging circumstances and work to help you resolve issues to ensure successful completion.
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## Feedback from previous participant's – what they had to say

### Manager:

"I recognised key areas to develop and make them as a priority to deal with e.g., carryout supervision to make the whole service quality better"

"I learnt different leadership styles and how they can be applied in different situations"

"I've learnt a lot from this session and will be making changes to strategies in behaviours, and general positivity. I will also promote a culture of inclusivity of others when setting goals"

### Team Leaders:

"I am really challenged to put all the theories I have learnt in this session in practice and realised I should seek for a mentor or a fellow leader who can answer my questions on my level"

"This course was perfect for me, where it helped to identify new skills and knowledge in my job and provide a positive culture when onboarding new care staff, which will assist with staff retention"

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## Progression on completion of the programme:

Leaders who participated in this programme can progress to the following:

### Further Education

- Level 5 Leadership and Management in Adult Care

### Employment:

- Deputy Manager
- Care Manager
- Unit Manager



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## Funding

- Adult Social Care employers in both CQC regulated and non-regulated care settings will be eligible to apply for funding.
- Employers must be registered and have completed the Adult Social Care Workforce Data Set [Adult Social Care Workforce Data Set](#) in order to be eligible for reimbursement and have expressed their interest to be invited to use the new digital online claims service from NHSBSA [express their interest in being invited to use the service by completing this form](#) .
- Employers can claim up to £510 per staff of the reimbursement once the programme is completed, from Learning and Development Support Scheme [Learning and Development Support Scheme for the adult social care workforce: a guide for employers - GOV.UK \(www.gov.uk\)](#)
- Directly employ care staff in England
- This can be used for new and existing staff.

