

Well-led

Programme Length:

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

Who is this programme for:


The programme is aimed at Registered Managers and other operational managers currently working in adult social care services who want to develop their leadership skills and knowledge.

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 four interactive modules covering the following;

- **Module 1** with self-reflection and development of learner's knowledge of a range of perspectives on leadership, as well as unpicking the difference between leadership and management.
 - **Module 2** is focused on exploring the key characteristics of well-led services, including activities to support learners to measure how well their service is currently doing. These will also help them to identify current areas of strength and potential development.
 - **Module 3** focuses on the importance of leading high-performing teams in the unique setting of social care.
 - **Module 4** is about the changing landscape for social care, using asset-based approaches to leading in your wider community and promoting your service.
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Benefits of undertaking the Well-led

- 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 participants to gain a very clear understanding of what well-led looks like and find solutions to improve the quality of care.
- Equip you to lead a workforce with the right values to provide high-quality person-centred care.
- For experienced leaders in the sector the opportunity to be recognised of their experience, knowledge and skills.
- Fully Funded CPD Management Programme

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.
- 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.

Feedback from previous participant's – what they had to say

Registered Manager:

“The most beneficial thing from this course was listening to the examples from other companies and establishments and how they worked on what they wanted to achieve”

“This course was very useful as it gave me more of an insight regarding best practices of being a well-led manager”

“The course has made me see the power of inclusiveness and working together more”

“The course enabled me to look at different aspects regarding my role and made me think outside the box when considering how to progress and become better”

Team Leaders:

“This session had lot of information that was not new for me but how the visions linked to a good service was new for me and it was a revelation to me how the fundamentals influence even our daily work. I like all the examples in the video about how a good service running and what they found was not acceptable. The session made me understand that daily situations can be perceived in many ways but the best way is when the spectacles of values are on and the decisions will be different and better in the future”

“I am really challenged to improve my communication skills in any level. I got inspired with the quotes and will read more about how to conduct difficult conversations and will teach my team to do so as well”

“I learned a lot of about engaging leadership and its connections to performance reviews and all their links of the whole company’s success. Part of it was new for me and I can see where I should develop my team. Also, I found it really useful the questionnaires which with I can monitor my team’s work to get long lasting results”

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:

- Registered Manager
- Head of Care
- Service Area 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 care leaders.

