

Leading Change Improving Care

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.

Who is this programme for:

This programme is aimed at registered managers and other managers currently working in the adult care sector. It's full of practical tasks and knowledge, this programme is designed to help leaders meet current and future challenges and service needs and promote best practice to ultimately improve the quality of care delivered.

Entry requirements:

- ✚ 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** focuses on what leadership is and how it differs from management. There is a strong emphasis on the behaviours and qualities that produce effective leadership.
- ✚ **Module 2** explores current leadership challenges and to consider sources and types of change
- ✚ **Module 3** explore John Kotter's 8 steps of change as well emphasis on mentoring and coaching skills.
- ✚ **Module 4** is about the understanding of the Change Curve and peoples' responses to change and be able to change resistance – how to spot it and minimise it
- ✚ **Module 5** is about understanding people's reaction to change and how you build resilience to develop practical strategies for forward planning for future sustainability.



Benefits of undertaking the Leading Change Improving Care (LCIC)

- ✚ The programme enables managers and leaders to consider their own leadership styles and provides tools and techniques to drive positive change in the workplace.
 - ✚ LCIC will help managers on how to become a more effective leader and how to influence and motivate teams.
 - ✚ Will help leaders on how to facilitate change sensitively, understanding reactions to change and how to build resilience for change. As well as to develop high performing teams and grow future talent.
 - ✚ 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 take a practical look on how to influence and implement the necessary changes to meet the current and future challenges and service needs in health and social care.
 - ✚ 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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Progression on completion of the programme:

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

Further Education

- Level 5 Diploma in Leadership and Management for Adult Care

Employment:

- Registered Manager
- Care home Manager
- Service Manager



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 £525 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 \(www.gov.uk\)](#)
- ✚ This can be used for new and existing care leaders.

