

## Leadership for Improving Frontline Talent (LIFT) – Exeter programme

Delegates are reporting that the modules are provoking their thinking and development as leaders. More importantly delegates are reporting that it is development and learning which is being taken back into the workplace straightaway for an immediate impact.

The wide diversity of health sector organisations represented by delegates on the course and the networking and relationships being built on this programme has made the learning around “systems” particularly powerful and we have been building more and more of this into our programme design as we have proceeded. Coupled with an emphasis on peer leadership, team dynamics and conflict in the workplace we believe that delegates are being equipped for the ever more demanding leadership roles they will face in the future. Delegates are prompted to find the relevance in the learning which will make a difference to the things that really matter, high quality cost effective services and compassionate patient care.



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## Leadership for Improving Frontline Talent (LIFT) – Bristol programme

Two modules into the programme, the group has gelled really well. We are running the programme as two concurrent cohorts of 25 who come together for some sessions. Feedback has been positive, with participants particularly enjoying the opportunities to learn from each other and to build their peer networks. Time spent in ‘commitment groups’ (small group work based on 3 commitments participants make to each other to complete before the next module) is particularly valued, as have been sessions on influencing styles and leading through complexity.

We are pleased that around a third of the cohort are registering to complete optional academic accreditation to help embed their learning, which reflects the high levels of commitment participants are demonstrating to the programme and to their own learning.



Rob Sheffield and Carol Jarvis’ presented at a conference in Belgium earlier in the summer, based on some of the research we completed alongside Aspiring Top Leaders. This presentation is available under ‘Programme Resources’ on our website.

