The Top Leaders Programme
Your journey

Check your eligibility, go to www.leadershipacademy.nhs.uk/top

Talk to your manager and get their support

Register at www.leadershipacademy.nhs.uk/top

Once accepted onto the programme, complete the online Hay Diagnostic 360 tool

Meet for detailed face-to-face feedback

Explore the options and select with complete flexibility according to your needs

Choose from Core Programme / Master Classes / Workshops / Executive Coaching – in whichever combination suits you

Continue to use as and when you like through the course of your leadership

Speak to your Line Manager for their approval and then register for the Top Leaders programme at www.leadershipacademy.nhs.uk/top
Leadership roles have always been complex and demanding. The economic climate, public expectation and the configuration of public services will increase that complexity and in turn warrant a constant testing of the way we lead. The requirement to think and operate differently is constant, and the development and success of the new environment will be, at least partly, down to the participants of this programme. The challenges facing the NHS mean our current leaders must widen and build on their existing strengths. Our emerging leaders need to have this range of leadership behaviours and skills at their fingertips.

The Top Leaders Programme is for senior executive leaders who are seeking in role development and support. It is a means to refresh, renew and redevelop their leadership styles and behaviours. It also provides a unique opportunity to connect with contemporaries across the healthcare system.

Why this is a great opportunity
- The programme focuses on the behaviour and style of leaders and the impact they have on those around them. Our aim is to broaden, and where necessary change, the range of leadership behaviours people in the health system use.
- It allows participants to gain essential perspective on the NHS, its duty to patients, and the wider commercial context to ensure the healthcare system as a whole is centred around needs not tick boxes.
- The programme is constantly updated according to participant feedback, with the result being that the programme has been consistently rated as ‘Excellent’ or ‘Good’ by 100% of participants this year.
- It assumes an existing level of complex leadership skills and is primarily designed for those who need to be stretched, challenged and are open to thinking very differently about their leadership role.
- It’s an opportunity to work in partnership to make leadership in the health system more inclusive and representative of the communities it serves.
- It builds a community of leaders who are more innovative and can create a climate where innovation can flourish.

The Top Leaders Core Programme is focused on developing the capacity of participants to adapt, enhance and broaden their own leadership styles and behaviours to successfully lead the changes ahead and create a new way of working for the NHS. Participants will be provided with expert input and thought provoking and stimulating experiences in large and small groups. The programme will continually focus on the changes people are leading in their workplace, their own responsibilities and influencing capacity around that change - and how participants may need to enhance, change or adapt to deliver the radical change required.

To get a sense of what it’s like, go to: www.leadershipacademy.nhs.uk/top
Great leaders in health and care aren’t the people who make a lot of noise. They are the people who work alongside patients, service users, carers and families to improve care. They are the people who put service users at the heart of everything they do. They are the people who make coordinated care happen. Everyone in health and care could be a great leader. You could be a great leader.

*Jules Acton – Director of Engagement & Membership, National Voices*