Frequently asked questions – Adult social care leadership programme

About the programme

A new Department of Health and Social Care commissioned adult social care leadership programme will support the development of leaders.

Delivered by Research in Practice, the programme is aimed at **Approved Mental Health Practitioner Leads** (AMHP), **Principal Occupational Therapists** (OTs), **Adults Principal Social Workers** (PSWs) and **Global majority aspirant leaders** across these three professional groups.

Who is the programme for?

The programme is for AMHP, POT, PSWs who are currently in post. It is also for Global Majority aspirant leaders, who are aspiring to one of these roles.

How has the programme been designed and what will it involve?

The programme has been designed to provide a range of opportunities to embed the learning from the programme. Research in Practice will be convening a small focus group to gather feedback on the programme content.

There will be three cohorts and the programme will include:

- Self-assessment questionnaire that participants will complete and take to their mentoring session.
- Two online mentoring sessions – one at the beginning of the programme, and one at the end.
- Five full day online workshops that will include taught elements and activities designed to deepen and expand learning, alongside some 'practice' homework between sessions. Activities will be whole group or small group, in breakout rooms.
- Three online learning sets spaced over the programme to explore issues of race, disparity and allyship.
- Two online small group reflective sessions designed to support participants to embed their leadership learning into practice.
- An in-person conference at the end of the programme to celebrate participants' learning journey and provide support to develop and sustain their leadership skills.

What are the key values, principles and delivery expectations?

The programme aims to provide consistent and coherent delivery that is a positive experience for participants and facilitators with the best outcomes for all concerned. With the aim to support leadership development within these professional groups.

We aim to:

- Be sector facing, giving due respect to practice wisdom and make sure we engage with stakeholders at every opportunity.
- Be open, constructive, collegiate and inclusive.
- Be values driven, offering mutual respect and appropriate challenge where necessary.
- Be informed by evidence.
- Be professional, reflective and responsive.

Who will facilitate the course?

Each course will have two experienced facilitators practitioners with experience of CPD delivery and/or will be experienced in developing this programme and/or related content. They will have a strong understanding of practice and will be aware of the core values and principles of the programme.

Are there any pre-course requirements?

A self-assessment questionnaire that helps identify your level of skill, knowledge and confidence should be completed prior to the first mentoring session. It will maximise the benefit of the mentoring sessions and provide key areas of focus for the learning within the programme and enable the greatest impact to your leadership practice.

Is there accreditation?

There is no formal accreditation. A 'Certificate of Participation' can be issued on request.

Is the course just for adult social care?

Yes. The programme has been commissioned by the Department of Health and Social Care and is focused on adult social care.

Is there a cost associated with the programme?

The programme is funded by Department of Health and Social Care and there is no direct cost to organisations or participants.

Nominations

How do I register or nominate someone?

Nominations should be made by Directors of Adult Social Services (DASS) or equivalent senior leaders.

If you are interested in taking part in the programme, we recommend that you speak with your senior leader and share this information.

Senior leaders can nominate up to two people who are currently in one of the leadership roles, and two people who are aspiring to one of those roles. As places are very limited, each area will likely only have one person on the programme.

We appreciate that this will be a difficult choice and we will operate a waiting list of all nominees who are not allocated a space in case places become available.

How will places be allocated?

After the nomination deadline we will assess all nominations and select based on a first come first served basis considering all professional groups and aspirant leaders, and where possible a regional spread.

It is important that there is equal representation of professions in each cohort to maximise learning opportunities. Therefore, we cannot guarantee every nominee will be allocated a place or that all first-choice nominees will get a place.

How many people can take part?

A maximum of 20 participants per cohort is expected.

Will there be further cohorts?

This first programme will be evaluated, and if it is successful and there are available resources it may well be commissioned again.

Programme delivery

How will the programme be delivered?

The programme will be delivered virtually. The logistics and facilitator team are experienced in virtual facilitation and delivery of a high-quality learning programme. The programme is geared to enable effective engagement online. Short sessions, with regular breaks, individual, paired and group exercises and discussion time are incorporated into the format.

Virtual delivery enables easier access for many participants as it reduces travel time and cost. A key benefit is the ability to have cohorts of participants from all regions providing a richer learning experience and sharing good practice.

What virtual learning platforms will you use?

Microsoft Teams. We recommend the app-based version (rather than the browser version) for best functionality.

How can I make virtual learning more effective?

We encourage all participants and their managers to ensure they have dedicated time away from business and other distractions to fully engage in all elements of the programme and the virtual learning sessions. To aid learning you will be sent electronic workbooks that can be printed or used interactively.

Data

Who will have access to data about participants?

The events team at Research in Practice will have access to the basic data they need to book people onto the course/s and send out resources and data from the self-assessment survey. Noone else will be able to access individual participant data.

Aggregated evaluation data will be available so that course take up can be monitored and promoted.