

Date Wednesday 18 May 2011

Dear Colleague

### **Leadership Development Action Learning Programme for Managers in CHPs and CHCPs**

Last year NHS Education for Scotland (NES) and the Scottish Social Services Council (SSSC) commissioned a pilot Action Learning Programme for managers in CHPs and CHCPs to promote the development of individual and collaborative leadership. The pilot was very successful and you are invited to express an interest in participating in the roll out of this programme.

The pilot Action Learning Programme was commissioned as a result of a project to scope the current leadership and management education and training provision for managers within CHPs, CHCPs and local authorities. The project identified that most leadership development is happening separately, which in the context of working jointly on often complex issues, is unlikely to really support managers in CHPs and CHCPs to work skilfully and collaboratively.

In response NES and the SSSC wanted to promote opportunities for managers to think and work together on complex/wicked issues related to 'Reshaping the Care of Older People'. Two CHP/CHCPs agreed to participate as pilot sites for an Action Learning Programme which took place earlier this year. The pilot programme has been positively evaluated by participants who felt that it was a very different approach which really got underneath the wicked issues. They valued the space for reflection and creative thinking and the skilled facilitation. At the end of the programme they reported many benefits including improved working relationships and partnership approaches, more effective communication and more meaningful ways of moving forward. They urged us to continue to invest in the Action Learning Programme.

We are therefore in the process of commissioning the further development of an Action Learning Programme for managers in CHPs and CHCPs. It will run from August 2011 to March 2012 and is likely to consist of 6 half-day sessions for 6 named participants agreed with the CHP/CHCP. We will identify up to ten CHP/CHCPs to participate in the programme through a selection process based on the following criteria:

- commitment to participation in the programme from both the CHP/CHCP and the local authority;
- commitment to participation of senior manager(s) in the programme;
- commitment to provide the time for managers to effectively participate in the Action Learning Sets;

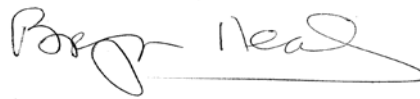
- ability to identify 'wicked issues' for the focus of the Action Learning Sets related to 'Reshaping the Care of Older People' and Change Fund plans, taking appropriate account of independent sector interfaces;
- commitment to follow through on the outcomes and solutions proposed from the Action Learning Sets.

We would be grateful to receive your note of interest by Monday 6 June 2011. Please submit your response via email to Anne Whigham at [anne.whigham@sssc.uk.com](mailto:anne.whigham@sssc.uk.com)

Yours sincerely



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