

## System Change Consulting Skills

### A Programme for Transformation Leaders

#### Overview

Healthcare leaders are increasingly required to facilitate transformational change in and across their system and organisations, often without power or authority. The network of Northern Leadership Academies in the North East, North West and Yorkshire & Humber have collaborated to offer an in-place programme for leaders tasked with transformational change within the system. This programme has been designed to challenge and support leaders to develop their confidence, skills and mindset to work in a 'change consultant' capacity when engaging in organisational, cross-organisation and system change transformation and programmes of work.

#### Target Audience

Are you a senior healthcare professional working on a transformational change project or leading/supporting a strategic, complex system change? Alternatively, you may be a senior OD/HR or transformation professional working in and/or supporting others with transformational change projects? For example:

- a clinician leading transformation programmes associated with The Sustainability Transformation Planning (STP) / Integrated Care Systems (ICS) / Accountable Care Organisation (ACS) new models of care, primary care home
- a senior leader working to strategically transform their organisation.
- a system change leader working across organisations
- a senior OD/HR and transformation professional working in strategic OD

This programme will provide you with an intensive development experience designed to extend your confidence and skills to step into a system change leadership role utilising a system change consulting approach.

#### Programme Context

As leaders of system and cross-organisational change and transformation within the health and care system we increasingly find ourselves working outside our own organisations to support the transformation of care for patients and communities with teams of professionals from across a local health and social care systems, voluntary and private sectors. STP process and ICS/ACO agendas have underlined the importance of leaders learning how to work more effectively in this way.

Leaders working in the emergent and fast paced health and care system environment are increasingly expected to act as 'transformational change consultants' working to achieve change in their own organisations and across organisational boundaries at a local or regional system level often without traditional formal authority to act. Working in this way requires an understanding of the relational and political dynamics that can impact change success. These system transformation agendas require leaders to develop and hone their transformational change skill set to challenge, influence and lead the significant transformation required over the next few years.

## The Programme

The programme is highly experiential, using live, real time system transformation challenges experienced by participants. Learning is highly practical and can be readily applied between modules and in on-going work supported by a vibrant network of peer consultants.

Being an enabler and leader of transformational change across a system draws on a blend of relationally based consultancy skills, mindset, processes and techniques.

How we connect with and relate to others impacts our ability to influence. Impactful and effective systems change agency isn't simply about advocating a point of view, but rather how you choose to use your informal authority and presence to benefit the wider system.

The programme will help you to:

- Be a confident, competent and courageous system change leader who can collaborate well, and influence system change and transformation 'in place' across your local healthcare system
- Share the benefits of taking a more consultative and relationship-based approach to system-wide transformation, and follow a consultancy-led process
- Have greater levels of self-awareness and a deeper understanding of how you impact others, how to use yourself more effectively to enable transformation and change, and identify your future development needs
- Develop your perspective and mindset as to what creates successful transformation across the system and draw on a range of tools and approaches to assist you.
- Identify how you could use your skills as a change leader and facilitator to work at a system level and support system-wide transformation outside your current organisation in the future.

There is an expectation that following the programme you will get more involved in working across your local healthcare system to support wider system transformation projects or work-streams.

## Programme Duration

The programme will comprise of **4 workshop days** on the dates below. You will be required to attend all sessions.

**12<sup>th</sup> September 16<sup>th</sup> October 21<sup>st</sup> November 5<sup>th</sup> February 2019**

In addition to workshop attendance participants will be supported with telephone/skype coaching sessions between key workshops

## More information

For general queries about this programme, applications and booking information please speak to: Amanda Reszczyński, [amanda.reszczyński@hee.nhs.uk](mailto:amanda.reszczyński@hee.nhs.uk)

## Application Process

Participation on the programme is dependent on a successful application. Participants should have ready opportunity for involvement in systems change/transformation projects  
Application available here below:



v2 System Consulting  
Skills - YH application