

Frequently Asked Questions

A graphic element for the Intersect logo, featuring several concentric, overlapping purple and white circular arcs that create a sense of motion and intersection.

Intersect

A Leadership for Change
programme from the
NHS Leadership Academy

Information for

Programme Participants & Managers

Further support

If you have a question about the programme please email intersect@leadershipacademy.nhs.uk or call 0113 322 5663

Introduction to the NHS Leadership Academy

The NHS Leadership Academy is part of the NHS and works for those involved in the health care system. We know excellent leadership has a direct, positive impact on our staff and their patients. Our aim is to deliver outstanding leadership, at all levels, across all health professions and beyond.

At the heart of what we deliver are our professional leadership programmes, available for those aspiring to leadership roles of all levels in the health and social care sector.

We also aim to be a point of reference for excellent health and social care leadership both nationally and internationally. Work to support this thought leadership role includes the Healthcare Leadership Model which the Academy developed to describe the behaviours which contribute to outstanding leadership.

Introduction to the Leadership for Change partnership

The Leadership for Change partnership is a new integrated approach for leaders in public services

As a partnership, the National Skills Academy for Social Care, NHS Leadership Academy, Public Health England, The Leadership Centre and the Virtual Staff College are increasingly coming together to devise and develop national systems leadership programmes which individually and collectively will aim to provide a coherent approach to system leadership development.

Intersect is the second programme from Leadership for Change partnership, and will be led by the NHS Leadership Academy.

The first national collaborative Leadership for Change programme was developed by the Virtual Staff College in 2013 on behalf of the partnership. You can learn more about that programme here: <http://leadershipforchange.org.uk>

Background to the Intersect Programme

The NHS can no longer expect to tackle the challenges it faces in isolation. To deliver the exceptional outcomes and outstanding care the population needs, the health service needs to work in close partnership with local government, social care, education, the third sector as well as with the people of this country themselves. But who will lead this whole systems approach to the delivery of public services?

Launching in July, **Intersect** is the ground-breaking new systems leadership programme from the Leadership for Change partnership, led by the NHS Leadership Academy. A pioneer programme and unlike anything which has been delivered by the Leadership Academy before, the year-long programme will provide the in-depth training and transformational development that leaders working across the public and third sector will need to step up to this challenge.

Through the **Intersect** Programme, participants will develop the skills they need to work across sectors. They will return to their workplace equipped with the understanding, self-awareness and confidence to work and deliver the whole systems co-operation and change that public sector demands.

Who is the Intersect Programme for?

The programme is seeking to recruit forty individuals from across the country and from across the public and third sectors.

This is a programme aimed at those in a position to lead system wide change in the public sector. Participants are likely to be senior leaders, executive directors or those reporting to the executive team (or equivalent), in positions that require people to work across and beyond organisational boundaries.

This is a transformative leadership development programme and will demand a significant commitment from participants and the organisations from which they come. Through the programme, participants will need to be

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willing to undertake a deep exploration of themselves, to ask and to answer some probing, difficult and possibly uncomfortable questions.

When is the programme running?

The programme starts in July 2014 and will run for one year.

The programme requires a significant time commitment on the part of the participants, involving two week-long residential stays at the beginning and end of the programme as well as four lots of three-day long interventions and training. The programme will require an absolute commitment to attend every part of the programme in full. The module dates for the programme are set out in the table below.

Currently, plans allow for the programme to run as a one off. However, this situation is open to review, subject both to the outcome of the programme and the availability of funding.

How does the application process work?

Applications for the programme open on Thursday 24th April and will run for four weeks, closing on the Tuesday 20th May.

Applications will be managed and submitted through an online written form, hosted on the NHS Leadership Academy's website. In addition to information describing their background and professional and academic experience, applicants will be asked to respond in depth to a small number of questions exploring their motivations to undertake the programme.

Applicants who are successful at the application form stage will then be asked to attend face-to-face or virtual interviews. Interviews will explore how well what the applicant is seeking, and is ready for, fits with what the programme is offering. The forty applicants who are successful at interview will then be invited to join the scheme, starting in July.

How is the Intersect Programme different from the Leadership Academy's other programmes?

The **Intersect** Programme will focus on the development of the understanding, self-awareness and the skills that leaders working at a systems-wide level in the delivery of public services will need to succeed.

Whereas programmes such as Elizabeth Garrett Anderson and Nye Bevan, which

MODULE NO	START DATE	END DATE
MODULE 1	21 July 2014	25 July 2014
MODULE 2	17 September 2014	19 September 2014
MODULE 3	3 December 2014	5 December 2014
MODULE 4	4 March 2015	6 March 2015
MODULE 5	13 May 2015	15 May 2015
MODULE 6	6 July 2015	10 July 2015

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already form part of the Leadership Academy's leadership development portfolio, tackle systems leadership, the **Intersect** Programme will focus in much more depth on the specific competencies and skills which systems leadership demands.

Unlike anything the NHS Leadership Academy has delivered before, the **Intersect** Programme will bring together leaders from across the public and third sector to learn, share ideas and reflect deeply upon their own practice before they return to their workplace to put into practice that which they have learned.

Why are you running this programme now?

The debate around and demand for systems leadership in the public sector has been building for some time. It is now recognised as a priority by those working at the highest levels both in government and in the organisations delivering public services.

The **Intersect** Programme has been in development for some time. After careful planning and discussion with its partners at the Virtual Staff College, National Skills Academy for Adult Social Care, Public Health England and The Leadership Centre, the NHS Leadership Academy is now in a position to deliver a transformative leadership development programme that will equip participants with the skills they need to lead and deliver cooperation and change at a whole systems level.

Given the many challenges that social care, the NHS, emergency services and the providers of services across the public sector are facing, systems leaders will play an essential role in developing the solutions, and in delivering the high quality outcomes, which the country's citizens demand.

Why are you recruiting such a small number of participants?

The **Intersect** Programme is unlike anything that the Leadership Academy has delivered before. Whilst the programme has been in development for some time, this pioneering approach to the delivery of systems leadership development for individuals from across the public and third sectors will be a learning experience both for the Leadership for Change partnership, for the NHS Leadership Academy, as well as for the participants who take part in the programme.

Once the programme is successfully underway, both the partnerships and the Leadership Academy will be in a better position to take a view as to how it may be developed over the coming years.

What difference will the programme's participants make?

Although 40 participants may seem a relatively small number, the Leadership Academy anticipates that each of these individuals will make a significant impact to the local health, social care and public services economy when they return to their workplace. The programme's recruitment process will ensure that participants are of a high calibre, already working in positions of authority and able to make connections and deliver change at a systems-wide level.

Participants will be expected to base their learning in real projects in their places of work and to demonstrate the outcomes which those projects and their learning have had. They will also be expected to share their learning and to develop an understanding and capability around systems leadership in their locality.