

**ALLIANCE MANCHESTER
BUSINESS SCHOOL**

SENIOR LEADER APPRENTICESHIP

ELIZABETH GARRETT
ANDERSON

Including a Postgraduate Diploma (PGDip) in
Healthcare Leadership and NHS Award in
Senior Healthcare Leadership, with the
option to top-up to a Masters (MSc)

MANCHESTER
1824

The University of Manchester
Alliance Manchester Business School



Leadership Academy

SENIOR LEADER APPRENTICESHIP ELIZABETH GARRETT ANDERSON

Who is the programme for?

The Senior Leader Apprenticeship Elizabeth Garrett Anderson is for middle to senior level leaders in health and social care who are:

- > Aspiring to take on a more senior leadership role and looking to have a wider impact.
- > Committed to developing their leadership skills and behaviours and undertaking an academic qualification.
- > Motivated to apply new skills, learning and behaviours directly to real-time work related improvements.

This programme helps middle to senior level leaders in health and social care develop leadership capability, improve confidence and increase resilience. It prepares leaders for the demands of senior leadership today – and into the future.

The programme comprises of an 18-month, part-time Level 7 Senior Leader Apprenticeship, including a Postgraduate Diploma (PGDip) in Healthcare Leadership from The University of Manchester. You will also gain an NHS Leadership Academy Award in Senior Healthcare Leadership. The programme is funded by the Apprenticeship Levy in England.

Upon successful completion of the Senior Leader Apprenticeship and Postgraduate Diploma (PGDip), you will have the option to top-up to a Masters (MSc) in Healthcare Leadership.

Apprenticeship Levy and the Senior Leader Apprenticeship

All employers with payroll over £3 million pay 0.5% of their payroll into a levy account. The government adds 10%. The combined account pays for apprenticeship training programmes from approved training providers.

In 2018, the UK government and partners created a standard for the Knowledge, Skills and Behaviours expected from managers at a senior level. The Level 7 Senior Leader Apprenticeship was designed to help managers and leaders achieve this standard and develop more sustainable businesses.

The Senior Leader Apprenticeship Elizabeth Garrett Anderson is fully funded by the Apprenticeship Levy.*

What are the employer's responsibilities?

The Senior Leader Apprenticeship Elizabeth Garrett Anderson is extremely valuable for organisations, and like all apprenticeships, this is a serious undertaking for the individual and their employer. Here are some obligations to bear in mind:

1. Employers must support learners with approximately eight hours per week for off-the-job learning.
2. Sign a contract with the University as their apprenticeship provider.
3. Ensure mandatory documents are signed and up-to-date for each apprentice learner throughout their apprenticeship.
4. Ensure the apprentice learner is supported by an appropriate work based mentor, throughout their studies.

WHAT IS IT?

Elizabeth Garrett Anderson is an award winning Leadership Development Programme.

The Senior Leader Apprenticeship Elizabeth Garrett Anderson is an alternative pathway.

WHAT DO YOU GET?

Accreditation at Level 7 Senior Leader Apprenticeship Standard
NHS Leadership Academy Award in Senior Healthcare Leadership
Postgraduate Diploma or Masters in Healthcare Leadership.

DEVELOP YOUR LEADERSHIP

Gain more strategic leadership skills to develop your career, enhance your leadership practice and support long term improvement to quality of care.

WHO IS IT FOR?

Middle to senior leaders in health and social care aspiring to take on more responsibility.

HOW IS IT FUNDED?

The Senior Leader Apprenticeship, including a Postgraduate Diploma (PGDip) in Senior Leadership costs £14,000 and is fully funded by the Apprenticeship Levy*.

PROGRAMME GOLDEN THREADS

Three golden threads run throughout the programme content, closely aligned to the NHS People Plan.



Leadership that promotes equality, diversity and inclusion



Leadership focused on the quality of care provided to patients, service users and carers



Leading sustainable improvement of services and processes

*The Masters (MSc) in Healthcare Leadership requires £3,500 additional tuition fees.

PROGRAMME AT A GLANCE

INTAKE	2 intakes per year, May and December
LOCATION	Manchester / London / other locations and local Action Learning Sets
DURATION	18-months, plus an additional six months for the Masters (MSc) top-up
COURSE FEES	The course fees are £14,000 per person, fully funded by the Apprenticeship Levy, with the option to top-up to a Masters (MSc) in Healthcare Leadership, which requires an additional £3,500 tuition fee.
ENTRY REQUIREMENTS	<p>A degree is not an essential requirement for entry on to the course as there are different routes to apply:</p> <ol style="list-style-type: none">1. A First or Upper Second class honours degree (2:1), plus three years' management experience (with strong and consistent career progression and achievement)2. A Lower Second or Third class degree or equivalent professional qualification, plus five years' management experience (with strong and consistent career progression and achievement)3. No degree, but five years' management experience (with strong and consistent career progression and achievement) <p>All routes require GCSE Maths and English at grade C or above or equivalent qualification</p>
PROFESSIONAL EXPERIENCE	Three to five years' management experience
ACCREDITATION	<p>Accreditation at Level 7 Senior Leader Apprenticeship Standard</p> <p>NHS Leadership Academy Award in Senior Healthcare Leadership</p> <p>Postgraduate Diploma or Masters in Healthcare Leadership</p> <p>Professional recognition award MCGI (Member City and Guilds Institute)</p> <p>Member of the Institute of Leadership and Management</p>
DELIVERY	12 days of face-to-face workshops, online tutorials, group learning, reflective discussion, Action Learning Sets, one-to-one coaching, self-guided study

PROGRAMME UNITS

The design combines your real-world experience with the practical application of leadership, all whilst providing personal and professional development.

The programme helps you to explore the Knowledge, Skills and Behaviours important for leading others and building a culture of patient-centred care.

The units each reflect a core theme of leading self, leading teams, and leading organisations and systems, connecting all three in a more systemic way.

The final units prepare you achievement of your Masters (MSc) qualification.

SELF TEAM ORGANISATION

- Unit 1 Understanding and Developing Leadership Practice
- Unit 2 Building Foundations for Team Effectiveness
- Unit 3 Making Sense of Organisational Values, Engagement and Service Delivery

ORGANISATION TEAM SELF

- Unit 4 Delivering System Wide Coordinated Care
- Unit 5 Creating Engaging and Learning Cultures
- Unit 6 Evaluating my Leadership

THE RESEARCH PLAN AND HEALTHCARE LEADERSHIP CASE STUDY

- Unit 7a The Research Plan
- Unit 7b Healthcare Leadership Case Study

OFF-THE-JOB TRAINING

Your employer must agree to support you in gaining development time by releasing you to complete your studies with the University, and/or to attend other development opportunities.

Although the minimum statutory requirement for all apprenticeships is equivalent to approximately eight hours of weekly contracted hours per week, for Senior Leader Apprenticeship programmes, you should expect and plan for more.

PROGRAMME SUPPORT AND ASSESSMENT

SUPPORT FOR LEARNING

Anderson tutor guides you throughout the programme, with regular reviews through coaching and leadership development.

Work-based mentor supports you inside your organisation, focusing on workplace development and helping promote opportunities for enhanced learning on the course.

Virtual Campus is your online companion throughout the programme. It is where you will find all the resources you'll need, including: webinars, videos, psychometric assessments, surveys, learning journal, books, tutorial and discussion boards, and social networks.

Action Learning Sets provide peer to peer support and learning within a group of fellow learners. They help equip you with practical skills to craft your leadership role, style and skills.

ASSIGNMENTS AND ASSESSMENTS

The Senior Leader Apprenticeship, including a Postgraduate Diploma is assessed through a combination of critical and practical assignments, a strategic business proposal and professional discussion.

- > Critical assignments:
6 in total, 1 per unit ranging from 500 words to 3,000 words.
- > Work based assignments:
12 in total, 500 words for each.
- > Strategic business proposal:
4,000 words.
- > Portfolio review and professional discussion (End Point Assessment).

THE MASTERS (MSc) ELEMENT

The Masters (MSc) element comprises of Units 7a and 7b, culminating in the Healthcare Leadership Case Study which is a 7,000 word dissertation and a presentation, applying learning from the programme to your organisation.

WHAT WILL I LEARN?

The programme takes you through a learning journey that focuses on care quality and patient experience, where equality and diversity are proactively implemented. By the end of the programme, you should achieve six leadership objectives:

1. Understanding how you, as a leader, can make a difference to improving care quality and patient experience.
2. Enabling others to give their best to improve care quality and patient experience.
3. Embedding behaviours that improve care quality and patient experience.
4. Making patient-centred co-ordinated care happen.
5. Making decisions based upon the best available evidence to improve care quality and patient experience.
6. Creating value for patients and the public.

WHAT ARE THE BENEFITS?

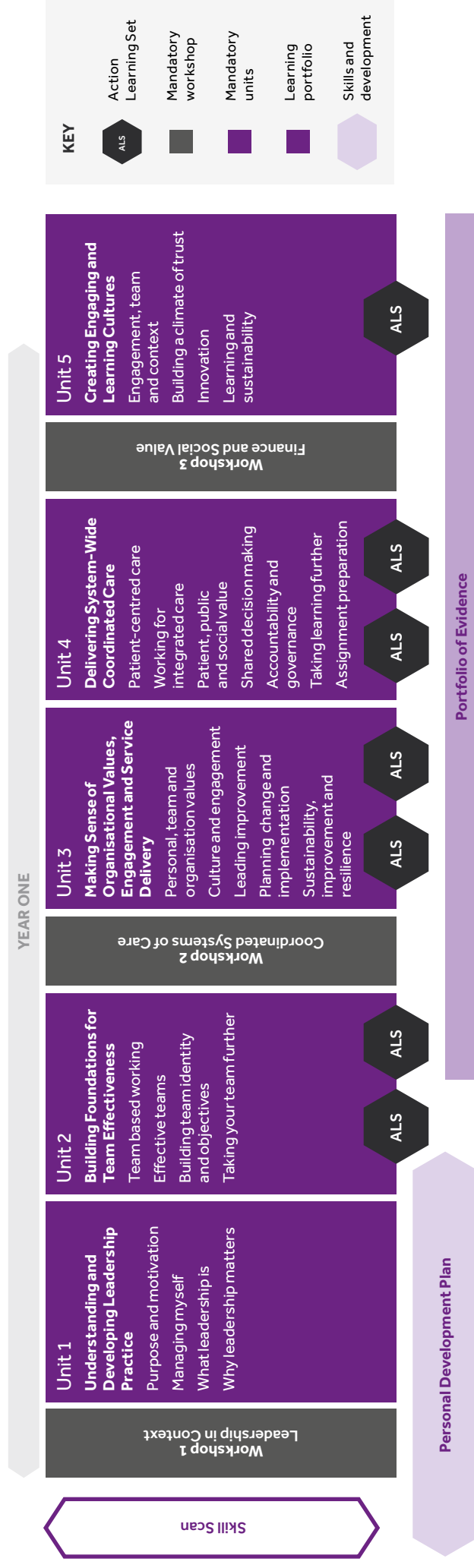
BENEFITS FOR YOU

- > New leadership skills and thinking
- > Learn from innovative, world-class healthcare experts
- > Greater confidence and personal impact
- > Peer network
- > Career development
- > ILM membership
- > Work more strategically
- > Greater promotion prospects
- > Digital skills
- > Critical thinking skills

BENEFITS FOR YOUR ORGANISATION

- > Develop effective leaders who are person-centred
- > EDI & improvement embedded in leadership
- > Build leadership critical mass
- > Enhanced systemic working
- > Talent development
- > Employee retention
- > Utilise levy
- > Strategic business proposal

THE PROGRAMME



WHAT'S NEXT?

For further information visit
ams.ac.uk/ega-sla
 or contact
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All information is correct at time of print,
and is subject to change.





Andrew Bussey

Head of Nuclear Medicine,
South Tees Hospitals NHS Foundation Trust

"I changed roles whilst I was on the programme, I was promoted to head of my relevant service and feedback was that the programme and the learning on it had played a significant role in me meeting the standard to be able to do the role."



Dr Simon Moralee

Head of Health Management Group,
Alliance Manchester Business School

"The Senior Leader Apprenticeship Elizabeth Garrett Anderson programme provides health and social care employers an amazing opportunity to access funding to support the development of current and future health and care leaders. The Anderson programme has a core focus on person-centred, compassionate leadership, a drive for sustainability, supporting learners to hold a lens of equality, diversity and inclusion across all aspects of their leadership practice - it really is a programme that enables personal transformation to respond to contemporary organisational and system-wide leadership challenges"

BUILDING ON THE SUCCESS OF THE STANDARD EGA

Since 2013, over 2,509 leaders have participated in the Standard EGA pathway. The newly developed Senior Leader Apprenticeship Elizabeth Garrett Anderson provides an alternative pathway, building on the success of the existing programme and incorporating the Knowledge, Skills and Behaviours required for a Senior Leader Apprenticeship award.



Celebrating the **first 12 intakes** of the Elizabeth Garrett Anderson programme



89% reported that they had been **promoted** during the programme



This programme has won **6 Gold Standard** awards since 2014, including the **2016 European Foundation for Management Development (EFMD) Excellence in Practice Award**



95% of all participants reported that by the end of the programme they were better able to "demonstrate how I and **my team remain constantly in tune** with how the quality of care provided to patients matches what we would want for the people we love most"



52% believed that participating in the **Elizabeth Garrett Anderson** programme contributed to their promotion

WHAT'S NEXT?

Alliance MBS has a long established reputation within the field of healthcare management development. Today we continue to help healthcare professionals address the key areas of commercial acumen, clinical excellence and business development and leadership through our programmes and cutting-edge research.

We have worked alongside the NHS Leadership Academy and the wider consortium on both the Elizabeth Garrett Anderson and Nye Bevan programmes since 2013.

Get in touch to find out more about the Senior Leader Apprenticeship Elizabeth Garrett Anderson.

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