Leadership Development Opportunities

**September 2021**

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**Leadership Development Opportunities**

Since 1929, the Florence Nightingale Foundation (FNF) has inspired, nurtured, and supported senior, mid and early career nurses and midwives to develop as leaders and stay in the professions they love. We create development opportunities to discover own styles and develop skills to be courageous and confident leaders. We want nurses and midwives to strengthen their voice to improve health and care outcomes and so change policy and practice. We offer FNF Leadership Scholarships, and we accept commissions to deliver FNF Leadership Development Programmes.

**Our Promise, we will:**

**Select** the very best nurses, midwives and healthcare professionals.

**Connect and network** healthcare professional to collectively become the positive voice of nursing and midwifery and Allied Health Professionals.

**Shine** a light on nurses, midwives and healthcare professionals and their practice.

**FNF Leadership Scholarships**

* Applications open in September each year.
* Nurses and midwives apply as individuals. See our [FNF website](https://florence-nightingale-foundation.org.uk/scholarships/leadership-scholarship-2021/) for more details
* Award: Florence Nightingale Foundation Leadership Scholar.

**FNF Commissioned Leadership Development Programme**

* FNF accepts commissions throughout the year.
* Commissioners are usually organisations that employ or support nurses, midwives or Allied Healthcare Professionals.
* Awards: Florence Nightingale Foundation Nurse/ Midwife/ Healthcare Professional.

**Expected Outcomes**

* Clearer identification of personal leadership style
* Greater self-presence and personal impact
* Deeper understanding of the impact of self on others
* Improved confidence in speaking up
* Ability to understand and lead improvement
* Renewed self-reliance to tackle real workplace issues
* Greater awareness of personal approach to leadership – biases, blind spots, attitude to diversity

**UK nurses, midwives and allied healthcare professionals** Leadership opportunities are available to a multitude of healthcare professionals. Please consult the specific adverts for details of eligibility.

**International Nurses and Midwives** We accept commissions to deliver a bespoke leadership programme for a cohort of international healthcare professionals.

**FNF Leadership Scholarships**

The Leadership Scholarships are open to nurses and midwives working at NHS Agenda for Change (or equivalent) band 7 or above. Whether you are looking for the next step, investigating the opportunity to become a future director, aspiring to engage more with the executive board, have dreams of engaging in a systems leadership role or have reach a highly senior position and are looking to stretch and develop yourself beyond your previous expectations, these opportunities are for you.

Leadership Scholarships Offer:

* Tailored personal and professional development plan
* Access to the very best in development opportunities
* Support from an experienced mentor
* Access to a global network of like-minded nurses and midwives
* Personal and professional life changing experiences
* Demonstratable benefits for the employing organisation
* Contribution to the evidence base of improved patient and health outcomes
* On completion you will become a FNF scholar, the legacy of one of the greatest women leaders

**What is involved?**

* Potential Scholars should:
* Read, watch and digest all available information regarding the scholarships and assess whether they are eligible to apply.
* Discuss with their line management for support to apply – the scholarship requires financial contribution from the employer of £1000.
* Ensure they apply during the advertised timelines.
* Complete all aspects of the application form fully or will not be considered.

**Mandatory FNF Core Programme Modules included**

**Welcome Day:** A briefing day for all FNF Scholars with the establishment of individual cohort learning communities.

**Individual scholar assessment:** To identify leadership strengths and areas for development.

**Experienced mentor allocated**:A mentor will be matched to the scholar from government, corporate and charity sectors, NHS and other healthcare organisations.

**Stepping into your Authority** (2 day): A residential development programme delivered in smaller groups.

**Personal Presence and Impact** (3 day): Delivered by the Royal Academy of Dramatic Arts (RADA).

**Florence Nightingale Commemorative Service, Westminster Abbey:** To give thanks for Florence Nightingale’s extraordinary legacy to healthcare.

**High profile award ceremony:** To celebrate the success of FNF Scholars at the end of their scholarship year. The healthcare professional officially becomes a Florence Nightingale Leadership Scholar and a member of our alumni community.

**Bespoke Leadership Development Opportunities**

The scholar, with support and guidance form their mentor, chooses leadership development opportunities to suit their development needs to explore best practice. The scholars will be informed of their allocated scholarship funds prior to the welcome day to enable investigation of appropriate opportunities within budget.

**Improvement Project:**

The improvement project is a key element of the application process as well as forming the output required at the end of the scholarship.

**All scholars** must complete an improvement project and have submitted to an appropriate journal for publication demonstrating the impact of their work.

**What FNF Scholars have said**

* ‘It brings together likeminded, driven professionals who are proud of their nursing profession and who want to lead to add value to patient care and influence the department of the health to local services in a positive way. “It’s a secret of nursing”
  + it’s a competitive process and because of the kudos that it carries it’s an elite group of professionals who is driven to give nursing a positive, professional voice’
* ‘The Foundation prepares and supports today and tomorrow’s generation of healthcare leaders’.
* ‘The Foundation offers you an opportunity to achieve your potential’
* ‘I think the scholarship experience was transformational to me, both personally and professionally. It helped me have a greater depth of understanding of how I functioned as an individual and how I can influence those around me. It gave me a huge understanding of strategic positioning and how to work alongside other people within a busy NHS to influence patient care’.
* ‘The Florence Nightingale Foundation is outstanding at developing innovative curriculum for nurses such as in the leadership scholarship. The inspiring curriculum pushes people, grows skills and it is at the edge of contemporary leadership education’

**FNF Commissioned Leadership Development Programme**

The FNF accepts commissions throughout the year you develop and deliver a leadership programme, bespoke to the commissioner’s requirements. Included below is one of FNF’s most popular leadership programme examples which can be amended, added to, or rewritten completely to a specific brief. This example could be delivered face-to-face, online or follow a blended approach.

**An Example: What could be involved?**

**6 days over a 6 month period**

* **Welcome Day and Introduction to Self (1 day):** a briefing day to establish individual cohort learning communities. An introduction to self and impact of self on others through Myers Briggs Type Indicator (MBTI) assessment and exercises
* **Introduction to Improvement (2 day):** a residential programme to learn and practice co-consulting technique, facilitated discussion on current leadership challenges, understand diversity in the workplace, introduction to quality improvement to inform and support an improvement project.
* **Presence & Impact (1 day):** delivered by the Royal Academy of Dramatic Art (RADA) designed to build personal presence and so greater personal impact
* **Next Steps (1 day):** to identify next steps in the leadership journey
* **Award Ceremony (1 day):** to celebrate the success of the nurses and midwives at end of the programme. The nurse/midwife officially becomes a Florence Nightingale Foundation Nurse/Midwife and joins our alumni community
* **Florence Nightingale Commemoration Service**, **Westminster Abbey, London:** to give thanks for Florence Nightingale’s extraordinary legacy to healthcare

**Improvement Project:**

The improvement project is a key element of the application process as well as forming the output required at the end of the leadership programme.

**All Leadership participants** must complete an improvement project and have submitted their work to the FNF Academy in order to complete the programme.

**What Leadership Participants have said**

* ‘I am so grateful to have been enrolled on this programme. The programme has enhanced my leadership style and learned about myself. I believe I am a leader of tomorrow. I am more confident of making the different (sic) in my work area and remain a role model. I have learned how to link with the directors and chief nurses to achieve a health project in terms of quality improvement. I am so glad that I was given this opportunity to be part of the programme. I am able to encourage others to apply for the next programme.’
* ‘Windrush Leadership Programme has given me a unique platform to be visible in my area of work. I have become more confident in speaking up and presenting my work to the wider audience. I have thoroughly enjoyed the experience so far from meeting new people from all over the country to spending the residential day and evening together. New network of friendship has grown from this programme and we have started supporting each other. The speakers invited on the welcome day and residential days were so inspiring. It has already started to make positive change in my attitude to work and personal life too’
* ‘Hugely beneficial and developed me as a leader. It has facilitated my transition to this role and given me a broad understanding on my role and the impact I have throughout.’
* **‘**The programme has provided me with the skills to develop and understand me and what makes me tick as a leader. It has been of huge value to me and I feel very privileged to of had the opportunity to attend and meet so many inspirational people.’
* ‘Professionals involved were extremely knowledgeable and clear in their presentation and very approachable.’
* ‘I feel the Florence Nightingale Leadership Programme has provided an outstanding level of support and opportunities to achieve the best from myself and others in my work place and home life.’
* ‘Feel the course has supported my own self reflection and what skills I already do have and utilising those I am more comfortable with using. I have implemented processes within the team that are now being implemented across the trust and have pushed forward with my project of a peer support group.’

**Interested? What Next?**

If you would like more information on how to commission a FNF Leadership development programme please email: [academy@florence-nightingale-foundation.org.uk](mailto:academy@florence-nightingale-foundation.org.uk) and mark for the attention of Professor Gemma Stacey, Director of Academy.

**Contacts:**

**Director of FNF Academy** – Professor Gemma Stacey

**Deputy Director FNF Academy** – Lucy Brown

**Head of Nursing Leadership Scholarship and Programmes** – Jo Matheson

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Support us to continue Florence’s legacy.

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