



Mary Seacole Programme

Leadership for community pharmacy

Applicant guide





Contents

<u>Introduction</u>	3
<u>What are the benefits of the programme?</u>	3
<u>Programme overview</u>	4
<u>Who's the programme for?</u>	4
<u>Programme dates</u>	5
<u>Learning and commitment</u>	5
<u>Award</u>	7
<u>Cost</u>	7
<u>Application process</u>	7
<u>Contact</u>	8



Introduction

What does it mean to you to be a pharmacy professional? Do you consider yourself a leader in the workplace and in the profession?

The NHS Leadership Academy, as part of Health Education England, is working in collaboration with the Centre for Pharmacy Postgraduate Education (CPPE), to offer the Mary Seacole leadership development programme to pharmacists and pharmacy technicians working in community pharmacy.

This NHS led flagship programme is designed to develop your leadership and management skills to enable you to drive quality services in community pharmacy and really make a difference to the health of the patients you see.

Funded via the Pharmacy Integration Fund (PhIF) the programme offers you a great opportunity to take the next step in building on previous Leadership training you may have done through the Healthy Living Pharmacy Initiative. It is also suitable for those embarking on leadership training for the first time.

What are the benefits of the programme?

The profession of pharmacy is going through change with a vision for community pharmacy to become more integrated into the wider healthcare team with a key role in medicines optimisation. The idea of 'something has changed- and what does this mean?' runs throughout and the programme will actively encourage you to consider what that change means for you, and how you might need to behave in the workplace to be a success.

Working through the programme will increase your self-awareness of how the changes you make can have an impact on colleagues in the NHS and the people you serve. It will help you recognise your own personal value to the healthcare of people and embed behaviours that improve the patient experience. Working as a team is now more important than ever before and you will learn how to enable others to be the best they can be in the workplace.

The programme has been developed for the wider NHS healthcare team although the cohort you register for will all be community pharmacy professionals.



Other pharmacy professionals have already completed the programme:

“It is easy to become focused on our day to day jobs and work in our little silo. The Mary Seacole programme allowed me to have a better understanding of the NHS and to realise how much more of a role I can play within the NHS and make a real difference to patients.”

“The Mary Seacole programme has provided me with a better understanding of how teams and organisations operate and how crucial leadership is in delivering true person-centred care.”

Programme overview

The Mary Seacole programme is a six-month long leadership development programme available in various regions across the country.

The programme will prepare you for the demands of leadership in the healthcare system today – and into the future. It will give you the theoretical knowledge and practical understanding needed to deliver inspiring leadership. During the programme, you’ll cover eight units of study on leadership fundamentals along with four further units that relate to core management skills.

The learning methods are a cutting-edge blend to keep you inspired and motivated via a flexible state-of-the-art virtual campus and face-to-face development. And to keep it all fresh and current, you’ve got the latest thinking from world-class experts. At the end you’ll emerge from the programme with the professional skills to thrive in your leadership role, ready to play your part in building a more compassionate NHS.

Who’s the programme for?

Applications for this programme are open to pharmacists and pharmacy technicians working in community pharmacy.

Funded via the Pharmacy Integration Fund (PhIF), the programme offers you a great opportunity to take the next step in building on previous leadership training you may have done through the Healthy Living Pharmacy Initiative. It is also suitable for those embarking on leadership training for the first time.



Programme dates

The programme is six months in duration with 12 units of study. The programme commences when you are given access to the Virtual Campus. Units are organised into two-week study blocks to enable you to schedule your online learning accordingly.

The first face-to-face workshop is held four weeks after the programme officially starts and there are eight weeks between each subsequent workshop. You will have six weeks following the final workshop to complete all work, both in terms of online content and discussions which you have completed, and submit your written assignment.

Programme timeline:

Programme starts and online access given to the Virtual Campus

Workshop 1: 4 weeks later (Please note: the programme begins when access is given to the Virtual Campus prior to Workshop 1)

Workshop 2: 8 weeks after workshop 1

Workshop 3: 8 weeks after workshop 2

Programme end: 6 weeks after workshop 3

Key dates for all cohorts which are currently open for applications will be available on the CPPE website [here](#).

Learning and commitment

During the programme, you'll cover a total of 12 units which provide a blend of practical leadership and management skills.

The first 8 units cover leadership fundamentals and build on each other as the programme progresses, while units 9 to 12 relate to the core management skills of finance, HR, recruitment and selection, and appraisals and annual reviews.

The amount of time you'll need to dedicate to your self-led study is typically five hours per week.



Learning methods

On the programme, there are three core learning methods:

Work-based learning

Work-based learning is an important part of how the learning methods are applied in practice. The method takes as its focus the work you're already doing and uses this as the basis for your learning. Much of your online learning will relate to your work place. It focuses your attention on what's practical and helps to lighten the study workload, as some of the learning is within your day-to-day job.

Face-to-face learning: workshops

There are three one-day workshops during the six-months of the programme. The focus of these workshops will be on your personal and behavioural development in context; they take full advantage of face-to-face group work, experiential and simulation learning activities, and social networking opportunities.

Attendance at these workshops is mandatory. Please make sure you can attend all three workshops - we can't guarantee an alternative date if you're unable to attend one of the dates.

Online learning (Virtual Campus)

The NHS Leadership Academy's Virtual Campus has been designed to feel like an inviting space; delivering what you need in an interactive learning environment.

It's where you'll find all the resources you'll need for your studies. It provides a range of different learning formats such as e-learning nuggets, simulation events, videos, surveys, electronic journals, books, discussion forums, and more.



Award

Upon successful completion of the programme, including your online forum contributions and the submission of your 2,000 word reflexive assignment, you'll receive a **NHS Leadership Academy Award in Healthcare Leadership**.

Cost

Places on the programme for community pharmacists are being fully-funded via the Pharmacy Integration Fund (PhIF). Therefore, there is no cost incurred for a participant of the programme.

Accommodation and travel aren't included if these are required for workshops.

Application process

Before applying, speak to your line manager to get their support. They should agree to allow you time to participate in the three one-day workshops and provide the opportunity, space and support for you to bring your learning back to the workplace.

You may also want to talk to your line manager about your learning and development experience and provide an update on your progress as the programme moves forward.

You can register onto a programme from Monday 4th September. The first four cohorts are running in Manchester, Gatwick, Nottingham and London and we will be releasing a further 11 programme cohorts across England over the next few months. We suggest you register onto a programme in your local area but you may register onto another cohort if dates of workshops are not convenient for you.

To access the programme cohorts, dates of workshops, register onto the programme and access the application form please access this [link](#) and follow the instructions provided:



How to apply

To apply for the programme you'll need to access the form on our NHSx portal at: <https://nhsx.uk/>

Before you can access the application form, you'll need to register for an NHSx account. Once registered, you can then use these details to access your application as and when you need to.

To access the application form you can either navigate to it through the dashboard or go directly to: <https://nhsx.uk/programmes/mary-seacole-local-community-pharmacists>

You can save your form at any point and come back to it later by clicking 'Save for Later' in the green box at the bottom of the application form.

As part of the application form you'll need to select the location and dates you're applying for. Please ensure you select the cohort before submitting your application.

Personal statement

During the application form you'll be required to complete a personal statement. In this you'll explain why you're interested in studying on the programme, your relevant experience, and provide a clear argument for why you should have a place. Competition for places on a cohort is predicted to be very high, so your personal statement is an important part to gaining a place on the programme.

Contact

To find out more, or if you have any questions, please email seacoleprogramme@leadershipacademy.nhs.uk or call 0113 322 5699.