

Launching the new *Developing Senior Systems Leadership Programme* for Senior Leaders working in Social Care, Social Work & Health in Scotland

Programme Aim:

The programme aims to develop a community of 60 senior systems leaders over 3 years from Social Care, Social Work and Health with Director level leadership capability.

What is Systems Leadership?

It is about how you lead across boundaries (departments, organisations, sectors) and it's how you lead when you're not in charge and you need to influence others. It is also the ways in which you need to work in the face of complexity and uncertainty. It is the type of work that no one leader or part of the system can solve alone - where resources are becoming even scarcer and demand outstrips what once was possible. It is what is called for at a time where recovery and renewal across the whole system necessitates collaboration to achieve the transformations in how we provide person centred, outcome focused care.

Target participant(s):

This is a cross-sector programme, comprising a mixed cohort of circa 21 senior leaders from Social Care, Social Work and Health who are:

- Currently operating at a senior level within a Social Care, Social Work and Health setting.
- Aspiring to move into a senior system, executive or director level role in the Social Care, Social Work and Health environment in the next 18-24 months.
- Sponsored to apply for a place by a Director, Chief Officer, Chief Executive, or equivalent senior leader.

For sector specific criteria, please click [here](#).

Learning outcomes:

1. Participants have developed higher levels of 'readiness' for senior leadership roles.
2. Participants have developed whole system understanding & capability to lead in an integrated environment.
3. Participants have developed higher levels of insight, purpose, impact & overall leadership confidence.
4. There is a strong sponsor group actively supporting the participant community individually & collectively.

Key learning features:

The programme is a 10-month contemporary learning experience that will include 3 core learning clusters;

1. Developing systems leadership & creating collaborative solutions,
2. Developing leadership purpose, presence & impact and
3. Preparing to step up/into the senior/boardroom level leadership

As well as personalised development plans and learning contract, (including executive coaching), real learning in real work - via experiential learning, reflection, live collaborative work & encounters with senior leaders; participation in cohort action research - inquiry into practice of systems leadership.

Sponsorship opportunity:

Participants will be sponsored by Chief Executives and their Executive Teams/Management Boards or equivalents; to apply and take advantage of local, regional, and national learning that enables insight and exposure to the executive/senior systems leadership operating environment(s).

Recruitment & Selection:

This is based on application & sponsor nomination, including a statement of support from the Sponsor. Applications are open 3rd May – 13th June with a selection panel review from mid-June to mid-July. Places will be awarded from 1st August and the programme runs from August 2022 to May 2023.

Find out more:

If you are interested in finding out more about Developing Senior Systems Leadership and the application process, you can check out our [information hub](#) or join us at one of the forthcoming 'drop in' information sessions in May and June 2022. You can attend as:

- As a potential participant
- As a participant sponsor
- Someone generally interested in the programme.

Click on [this link](#) to book your place on any of the sessions listed below. Please note that the link will take you to the required GDPR page before selecting a session. This is a requirement for us to hold your details to invite you to these events.

Thank you.

- Thursday 5th May at 9am
- Thursday 12th May at 2pm
- Tuesday 17th May at 10am
- Thursday 26th May at 12 noon
- Wednesday 1st June at 4pm
- Tuesday 7th June at 11am

If you are a potential Sponsor:

Please discuss the opportunity within your executive, senior leadership teams or management boards to identify senior leaders you would like to encourage and support to apply. Consider the support you can offer to applicants and the cohort generally. Check out the sponsorship at its best section of our [information hub](#) or join us at one of our [drop-in sessions](#).

If you are a potential Applicant:

Check out our [information hub](#) more information about the programme and how to apply or join us at one of our [drop-in sessions](#). And if you think this is an opportunity for you, seek out an early conversation with sponsor(s) from your system.