DELIVERING THE FUTURE

Programme Overview

A programme to develop future strategic clinical leaders in NHS Scotland. In recognition of the importance of strong and effective strategic leadership, NHS Scotland has developed and established Delivering the Future (DtF). The focus of the programme is on developing strategic clinical and managerial leaders from across the professions, for future roles at NHS Board regional and national levels.

The programme is coordinated by a team which consists of Hazel Mackenzie as programme manager and four highly experienced coaches / facilitators. The interventions aim to provide a blended learning approach combining structured input with experiential learning approaches that are very much grounded in the participants’ day-to-day context.

Who is the target audience and how are they selected?

Clinical leadership and management structures vary greatly between organisations and therefore it is difficult to prescribe the sort of roles that potential applicants may be in. As a general guide, applications should be encouraged from leaders from all clinical professions and management roles who are currently in senior posts with a strategic focus and who are aspiring to future roles at Board, regional or national level in, for example, the next two years.

Recruitment is managed locally by Organisational Development Leads. If your organisation isn’t currently participating, please get in touch with nlu@nes.scot.nhs.uk

What are the aims of the programme?

The aim of the programme is now to identify general managers and senior clinical leaders from across the clinical professions and prepare them for future roles at NHS Board / regional and national level.

The outcomes of the programme are to provide a cadre of senior clinical leaders and general managers across Scotland who:

- Exhibit leadership behaviours consistent with the NHS Scotland leadership qualities and behaviours and create an enabling culture for managing complex change
• Provide strong leadership across professional and organisational boundaries focused on service excellence, driving reform and delivering strategic change to improve health and healthcare for the people of Scotland

• Think creatively and work collaboratively to overcome obstacles to the change process

• Understand the national context for health (political, policy, economic) and the supporting strategies and processes

• Are able to operate at NHSS Board / national level to drive improvement in health and healthcare delivery

**What is the level of commitment expected?**

Once accepted on the programme, the cohort will come together for 9 two-day residential events every 6 weeks which will include masterclasses and action learning sets. Participants will also be expected to log in to the [DtF community website](https://www.dtf.com) to access all associated pre-reading, handouts and evaluations.

Each participant will also have access to five 2-hour individual coaching sessions and two additional 2-hour sessions focused on 360-degree feedback with their action learning facilitator over a twelve month period.

In addition, participants are required to undertake a Quality Improvement Project and seek out a mentor to support them through this programme.

**What happens when the programme ends?**

The programme has been developed in the strong belief that an investment in clinical and managerial leadership is an investment in high quality healthcare and that it is essential to delivering the future in NHS Scotland.