

HSE HR Division

Future Leaders HSCP Development Programme Overview

The Future Leaders HSCP Programme is designed to enhance the performance of managers. It is also to address both short term and long term succession requirements at leadership and management level. The programme is sponsored by the National Director for HR and the Assistant National Director for HR Leadership, Education and Talent Development.

There is an unprecedented demand for increased efficiency within the organisation. The challenges associated with the a rapidly changing health environment, the ongoing financial restraints, service demands and public expectations have resulted in even higher expectations and higher demands being placed on leaders and senior managers. The requirement for development initiatives to support managers in meeting these challenges has never been greater. It is crucial therefore that we have the best managers in the most critical roles to address these challenges. Feedback from the Health Service Employee Engagement Survey (2014) identified significant deficits in leadership and management development and career opportunities. The programme framework is aligned to international lead thinking. There is a focus on integration, team work and service user input. The programme has a co-design element ensures each programme is contextualised for each group.

Module 1: Setting the context (2 days)

- Opening/Introductions
- Contextualising the programme
- Programme overview and programme outcomes
- Initial Strategic project scoping

Module 2 – Leadership and managing self (2 days)

- Seminar preparation
- Leadership – theoretical input and facilitated workshop
- 360 degree; Emotional Intelligence and Coaching.
- Facilitated Action Learning Set (project focus)

Module 3 – Leadership and Managing the Service (2 days)

- Project Interviews (Dragon’s Den)
- Seminar Preparation
- Leadership – data analysis to inform judgements and decisions which achieve best outcomes for service users – theoretical input and facilitated workshop
- Involving service users in planning and developing the services
- Generation Y Culture – current research – how workforce has changed/how public has changed
- Facilitated Action Learning Set (project focus)

Module 4 – Leadership and Managing Strategy (2 days)

- Seminar Preparation
- Leadership - creating the big picture – strategic thinking, planning and managing change.
- Influencing and managing upwards
- Facilitated Action Learning Set (project focus)

Module 5 – Programme Conclusion, Assessment (1 days)

- Poster and presentation of Strategic projects
- Leadership - coaching as management philosophy – how to use in my practice – manager as internal coach – theoretical input and application
- Ending
- Evaluation

Inter Modular Activity

- Developing Seminars
- Coaching and Personal development input
- Strategic leadership projects
- Facilitated Action learning sets

