

The Rosalind Franklin Programme

# Programme overview

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Health Education England

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## Programme summary

<b>Programme title</b>	The Rosalind Franklin programme
<b>Length of programme</b>	9 months
<b>Time commitment</b>	At least 12 hours a week
<b>Out of office days</b>	7 days
<b>Programme dates</b>	Cohort 1: <ul style="list-style-type: none"><li>• Recruitment to start in autumn 2018</li><li>• Access to online learning given beginning of March 2019</li><li>• First three workshops to take place from 3 to 5 April 2019</li></ul> It is expected that several further cohorts will start from May/June 2019
<b>Participant cost</b>	£1,200

## Why has the Rosalind Franklin programme been developed?

As part of our continuous commitment to developing outstanding leadership at all levels across the NHS, the programme has been developed in response to a demand for mid-level leadership development.

In early 2017, research into the current NHS landscape of mid-level leadership training was carried out for us by Breaking Blue Research, with further research conducted by Korn Ferry Hay Group from December 2017 to January 2018.

The research findings highlighted a significant gap for mid-level leadership development, and that any new development to fulfil this gap should be accessible and affordable, with a consistent core curriculum and delivery model, and the ability to be contextualised and delivered locally by appropriately experienced facilitators.



## Who is it for?

The Rosalind Franklin programme is for mid-level clinical or non-clinical leaders aspiring to lead large and complex programmes, departments, services or systems of care, who could be described as:

- Individuals who are directly leading people who manage others i.e. a step beyond first line management. This group is likely to include those who work in a traditional team based in a structured medium to large organisation.
- Specialist individual contributors who may not directly lead a team now but who must, as part of their role, play an active part in a network/system which requires them to embody leadership around an issue, a pathway, a service etc. This might include clinical nurse specialists and doctors, including a proportion of those in training.
- A professional who leads teams of experienced professionals that may exist on a temporary basis before dissolving, and then realigning again around specific issues. This group might include those leading complex projects and initiatives who operate at the pivot points between other professional groups and need to balance operational and strategic demands.
- Those managing complex programmes and projects, substantial budgets, politically sensitive and significantly impactful work.

## What is it aiming to do?

It aims to help shape mid-level leaders' knowledge, skills, attitudes and behaviours to help them become outstanding leaders, and for the NHS, to develop inclusive and compassionate leaders working at all levels across the NHS to help improve patient care, people's health and their experiences of the NHS.



## Structure

The Rosalind Franklin programme will be nine months long and incorporate a blended learning style with mandatory and comprehensive online learning, face to face workshops and small group work, including:

- Six online modules
- Three days of back to back workshops at the start of the programme (accommodation and travel not provided as delivered locally)
- One day workshop at the end of the programme
- Four Action Learning Sets (ALS) across the nine months (groups of eight)
- Two face-to-face days within the nine months for locally focused interventions

The programme is flexible and can:

- run as a standalone programme
- be contextualised according to geography (e.g. over an STP footprint), workforce (e.g. primary care, clinical trainees), organisation (e.g. an Arm's Length Body) or situation (e.g. improving commissioning capability)
- be delivered locally across the country

## Content

The Rosalind Franklin programme is currently in the design stage, but four elements of curriculum will be included across the six modules:

- Self and self as a leader
- Organisations and systems
- Change and improvement for safety in healthcare
- Management skills



## Similarities to our other programmes

The Rosalind Franklin programme may attract a similar audience to the Elizabeth Garrett Anderson (EGA) programme, however it is aimed at those who do not wish to undertake the academic level of a masters degree and less time intensive.

The Rosalind Franklin programme is aimed at those who have a higher level of responsibility than those on the Mary Seacole programme. In line with other successful accessible programmes, such as the Mary Seacole programme, the Rosalind Franklin programme will incorporate a blended learning style, including mandatory and comprehensive online learning, face to face workshops and small group work.

## Why has it been named after Rosalind Franklin?

The NHS Leadership Academy has a proud tradition of naming its leadership development programmes after those who have had a positive and influential impact on health care. Current programme names include Edward Jenner, Mary Seacole, Elizabeth Garrett Anderson and Nye Bevan.

After a period of consultation, Rosalind Franklin was chosen for this programme in recognition of the achievements she made.

Rosalind Elsie Franklin; (born in London on 25 July 1920 and died in London on 16 April 1958) was a British scientist best known for her contributions to the discovery of the molecular structure of deoxyribonucleic acid (DNA), a constituent of chromosomes that serves to encode genetic information. Franklin also contributed new insight on the structure of viruses, helping to lay the foundation for the field of structural virology. Her X-ray diffraction images of DNA enabled the University of Cambridge's Francis Crick and James Watson to identify the molecule's double helix structure, which subsequently led to Crick and Watson receiving the Nobel Prize for Physiology or Medicine in 1962 for the discovery. Unfortunately, Franklin was not eligible for consideration for the prize, as at the time, the Nobel Prize was never awarded posthumously.



## How to apply

The Rosalind Franklin programme is currently in the design stage with the application process due to open in autumn 2018.

In the meantime, anyone can register their interest in the programme on our website and we'll keep in touch to provide further information about the programme, when the application process opens and what to do next:

[www.leadershipacademy.nhs.uk/register-your-interest/](http://www.leadershipacademy.nhs.uk/register-your-interest/)