

## Future People Leaders Programme

Applicant Guidance - Considerations for your business improvement project

As part of the Future People Leaders Programme, you are asked to undertake a business improvement project.

This project is designed to stretch and support you to put your learning into practice.

The sorts of projects that will be acceptable are those that:

- Extends your learning
- Impact on a significant part of your organisation or wider system
- Move you from 'meeting' to 'exceeding' in the competency framework

Your project should be agreed with your CPO/Sponsor as part of your application.

Your project will be explored as part of the end of programme development centre.

When considering your project you will want to think about the following:

- what is the problem you are trying to solve?
- what difference will it make?
- So what?
- How is it linked to your organisation/systems objectives?
- How will it help patients and staff?
- Who will you need to involve?
- Have you conducted a stakeholder analysis
- What are the risks and challenges and how do you mitigate them?
- What small 'p' and big 'P' politics do you need to consider?

Concluding your project

When you have completed your project you will want to think about the following:

| Phases                                                                 | Key Questions                                                                                                                                   |
|------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|
| What am I going to do? Set out a plan                                  | Summarise your proposal and share an overview with your audience                                                                                |
| Design your methodology and share your rationale                       | Share your proposed methodology. Explore what you will do and when, but most importantly your rationale for this approach against other options |
| What happened in practice?                                             | Usually, what we plan, is not what happens in practice. Tell the audience what happened                                                         |
| How do I feel about that?                                              | What are your reflections on the events and how do you feel about them?                                                                         |
| What did I learn?                                                      | Document your learning and what you would do differently                                                                                        |
| What was the benefit to the organisation? System? Patient? Stakeholder | What benefits can you derive from this business improvement project?                                                                            |