

Core Module Title	Descriptor
Launch Event	Our launch event will be opened by senior colleagues from NHS England and the HPMA. During this short virtual session, you will have the opportunity to take a closer look at the programme and meet your contemporaries. We will set the scene and you will have time to think through and plan how you will get the most from your time on the Future Leaders Programme.
What sort of Deputy do you want to be?	Together, we will explore your leadership style and how you want to be (and how you are) experienced by others. The importance of commitment to compassionate and inclusive leadership will be considered, with a practical emphasis on the translation to the EDI agenda. We will look at evidence and research into building emotionally intelligent, psychologically safe teams.
Positioning yourself as a deputy – Maximising your influence as a Deputy	Politics, partnership, and influencing are key to the success of Deputy Directors in the NHS. We will consider how to position and influence in the context of the Deputy role. We will look at power, personality and how those around us influence others. We will look at the factors which contribute to everyday positioning – and how influence can be achieved through small, incremental actions that we take every day. How can you build trusting relationships with stakeholders so that when you need to influence the right people, the relationships are already there.
Your personal impact – operating with presence and gravitas	This module will focus on personal presence, gravitas, and the ability to give and receive impactful feedback. We will look at what contributes to and detracts from maximising impact in different workplace situations. There will be specific feedback on presentation style, as well as hints and tips for physical and virtual presentations.
Leading transformational change – What skills and qualities are needed to lead transformational change	Senior leaders must be able to turn vision and strategy into reality. How do predictions related to the future of health and work impact upon strategic planning, and how can leaders support their teams to be adaptable and engagement in change? This module will also tackle the leadership and management of change, within an environment of dignity and respect.
Building a creative, innovative mindset – and function.	Building and sustaining an innovative mindset is a skill and it's a muscle that needs flexing, often. Participants will develop skills which encourage the spread of pockets of innovation that do exist and create the right conditions to foster innovation within the functions that we work in, and the wider NHS. We will consider how psychological safety contributes to innovation, how to support innovation in clinical services, across the boundaries of health and social care? Participants will look at how to handle and capitalise on conflict, to stimulate innovation.