GREEN TEMPLETON COLLEGE | UNIVERSITY OF OXFORD

Health Systems Development Programme

Would you like to feel more confident and effective in leadership activities? Would you like to understand the wider NHS, and where you can make a difference? Are you a consultant or senior leader at Band 8b or above?

The offer

A leadership programme for senior clinicians and managers, hosted by Oxford Health and co-developed with Green Templeton College, University of Oxford.

Six full-day workshops, in person, in Cowley, Oxford, from January to July 2027. You'll join a cohort of 30 colleagues from across Oxford Health and neighbouring Trusts: doctors, psychologists, nurses, allied health professionals and managers.

Each day combines three things:

- Fireside chats with senior healthcare leaders, who talk candidly about how they've navigated leadership, including what hasn't gone well
- Peer coaching: working in small groups on real challenges you're facing now
- Practical learning sessions on healthcare leadership skills and frameworks

The programme is fully funded by Oxford Health, including places for colleagues from neighbouring Trusts, and is CPD accredited.

What you'll gain

Participants in the most recent cohort reported:

- More confidence to speak up, and to disagree constructively, in senior meetings
- Practical tools for difficult conversations and conflict
- A clearer understanding of how the NHS and NHS Trusts work, including structure and finances
- A network across professions
- A better sense of their own values and leadership style

"I have come to realise that I had assumed that leadership is a set of new skills... hearing from senior leaders helped me to see that I have the essential building blocks of leadership skills from my 20 years of training and experience."

Doctor

In a recent executive meeting, I was able to clearly express my opinion, something I would have previously avoided.

Manager

I've never done a course before with so little death by PowerPoint.

Psychologist

What we cover

Content is tailored to each cohort, and usually includes: leadership styles and values; team dynamics and psychological safety; change and complexity; motivation and influence; navigating conflict and difficult conversations; NHS structure and finances.

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What we ask of you

- *Attendance at a minimum of five of the six workshops is required for CPD accreditation. Please check you can make the dates before applying*
- One to two hours a week between workshops, trying things out in your own work
- Willingness to reflect honestly and to learn from colleagues in different roles

Why it works

The programme is built on systematic reviews of leadership development in healthcare, carried out by members of the faculty. Effective healthcare leadership programmes combine external facilitators with an organisation's own leaders, and focus on putting learning into practice. The team's evaluation of an earlier programme, published in BMJ Leader, found benefits still evident five years later.

> *"Very helpful to hear the human side of leaders within the Trust... action learning sets have helped me problem solve my own dilemmas and modelled how I can improve how I support others in my teams."*

How to apply

Apply now ›

Places are limited and allocated on the strength of application, with decisions made jointly by Oxford Health and the programme faculty. Applications from Oxford Health and neighbouring Trusts are welcome. We'll ask you two questions, 200 words maximum each:

1. How do you see this programme supporting you in your workplace?
2. Briefly describe a time when you were unable to lead in the way you wanted, or couldn't make progress with a challenging issue. Why do you think this was?

Applications close 9 November 2026. For any questions about whether the programme is right for you:

oscar.lyons@gtc.ox.ac.uk

Venue: Unipart House, Garsington Road, Cowley, Oxford OX4 2PG

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