



## Programme Overview

### Emerging Leaders Programme

## Who is the programme for?

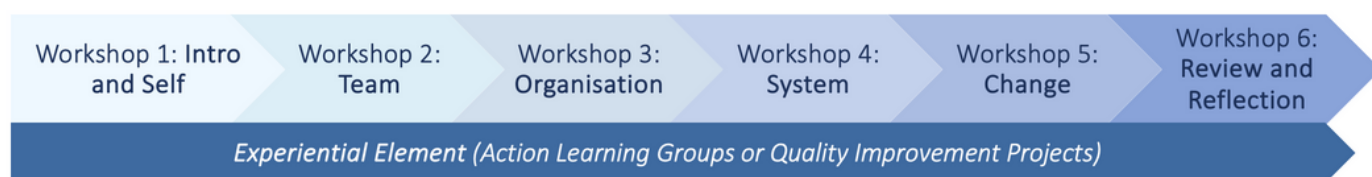
Clinical and non-clinical staff working in Oxford University Hospitals, including but not limited to: doctors, nurses, allied health clinicians and admin/support staff. In line with what research suggests supports programme impact, we aim for a diverse and multidisciplinary cohort.

## Dates

Dates for upcoming cohorts will be shared once confirmed. The standard outline for the programme is six full-day workshops across six months. Please sign up for notifications about future programmes [here](#).

## Workshop topics

Workshop content is updated in line with Trust Priorities and current research. To provide an overview, here are some of the topic areas we may focus on during the programme and the broader programme flow.



Self	Team	Organisation	System	Change
Leadership styles and theory	Managing conflict	Healthcare strategy & business planning	Leading under uncertainty	Technological change
Decision making	Psychological safety	Negotiation and influence	System thinking & stakeholder analysis	Quality Improvement
Journalling and reflection	Communication styles	High performing teams	Complexity	Innovation

# Workshop structure

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Morning	Afternoon
Welcome and reflection	Experiential learning (QI or Action Learning)
Teaching session on leadership (theory)	Teaching session on leadership (practical)
Fireside chat with a guest speaker	Review and reflection

## Experiential learning

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Programmes typically include Action Learning (otherwise called peer coaching) or structured Quality Improvement initiatives to enable participants to test out their learning and ideas from the programme in their own context.

### Action Learning

A structured process where small groups work on real-world problems while learning from each other and reflecting on their practice. Participants take responsibility for tackling challenges drawn from their own workplace or context, generating ideas and testing solutions between Workshops.

### Quality Improvement Projects

Participants have the opportunity to make direct, measurable changes to their teams, processes, or environments through projects grounded in Quality Improvement principles. Areas of focus include patient safety and risk reduction, discharge and flow efficiency, patient experience and equity of care, staff and learner wellbeing, digital transformation, and working across disciplines and organisations.

## Feedback from participants

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*"I genuinely think it accelerated my career by a good 10 years." - Female, Cohort 2 (ELP)*

*"It opened up the windows that then made me drive to want to go higher to look at what the differences were, how we can manage not just one unit, but look across the network to try and deliver leadership at that systems level rather than just local leadership." - Female, Cohort 3 (ELP)*

*"I found myself more proactive if I didn't like something. I would set out to change it knowing that I've got the skills to convince people and show them what I want." - Male, Cohort 1 (ELP)*

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