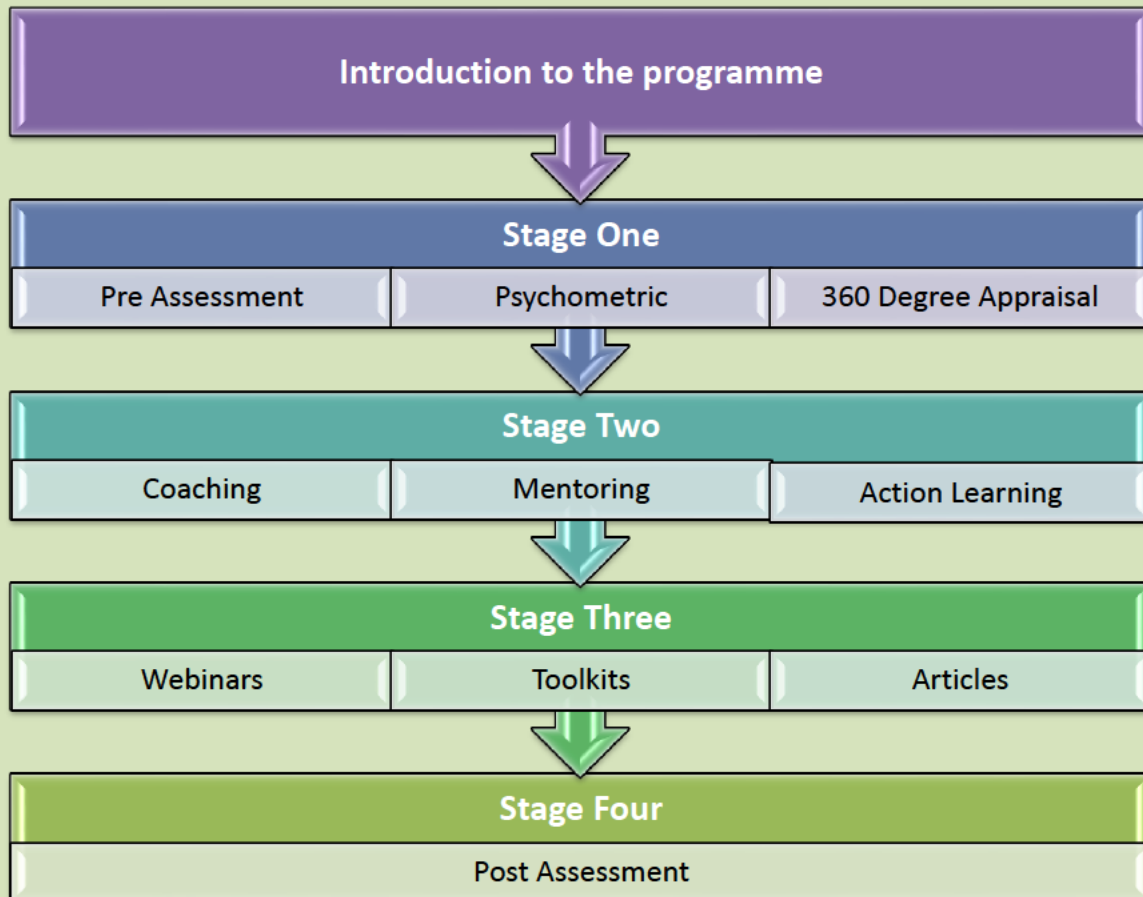


The Nottingham & Nottinghamshire CCG Middle Management Development Programme



The **Middle Management Development Programme** consists of the following:

Middle Management Development Programme Introduction

ET member to be confirmed (15 minutes)

Pre & Post Assessment

Assessments will be completed by each participant prior to the start of the programme, at the end and then 3 months later

Psychometric

A psychometric test and an accompanying coaching session are available to explore your leadership style (1½ hours)

The psychometric test being used is Hogan. This covers your bright side, dark side or derailing tendencies and personal values

There is a cost of £121 to your directorate to undertake the Hogan assessment

360 Degree Appraisal

A 360 degree appraisal is available whereby you will receive feedback from your line manager, peers and direct reports aligned to the NHS Healthcare Leadership Model

There is a cost of £48 to your directorate to undertake a 360 degree appraisal

Coaching

Leadership coaching sessions linked to a leadership or management issue are being offered. This could be a current or on-going problem or even a development need (up to 3 sessions x 1 hour each)

Mentoring

Mentoring from a more experienced NHS colleague

The OD Team will work with you to find a suitable mentor that is available for up to 3 sessions x 1 hour each

Action Learning

Action learning sets are being offered to provide the opportunity for small groups of managers to meet regularly and coach each other around leadership and management problems and/or development needs (1 hour per session)

Leadership & Management Webinars

Each of the following webinars will last for no longer than 1 hour:

- | | |
|--|------------|
| • Managing your career | 30 minutes |
| • Leading with compassion | 1 hour |
| • Systems leadership | 1 hour |
| • Understanding and improving your emotional intelligence | 1 hour |
| • Influencing others and managing-up | 1 hour |
| • Managing during a crisis and lessons from Covid-19 | 1 hour |
| • Motivating and building a cohesive team | 1 hour |
| • Chairing successful meetings (virtually & face to face) | 1 hour |
| • Performance managing for optimal results | 1 hour |
| • Having difficult conversations and managing difficult people | 1 hour |
| • Coaching skills (for beginners) | 1 hour |
| • Coaching skills (for experienced coaches) | 1 hour |

Toolkits

Feedback made easy (available from the OD intranet pages)

Articles

[Discovering your authentic leadership](#)