

Joining Instructions

One Health Leadership Programme

July – October 2021



www.onehealthleadership.co.uk

Programme Overview

We are pleased to welcome you to the One Health Leadership and Management Programme. It will be held wholly online via Zoom from July - September. This programme has been developed to help you enhance your leadership skills to enable you to be as impactful as you can in leading the activities associated with the One Health Project in your institution/organisation.

Your learning journey consists of a variety of activities which are distributed over a 12 week period of time starting with a Welcome and Induction event and concluding with the submission of a reflective Personal Action Plan.

To participate fully in the programme, you will likely undertake at least 25 hours of learning and reflection including:

Welcome and Induction	1 hour
Initial individual coaching session and 360 feedback	1 hour
Self-directed Study (Webinars and Workbook activity to be completed prior to Learning Group Discussions	10 hours
9 Learning Group Discussion Sessions	9 hours
Next steps individual coaching session	1 hour
Preparation and submission of Personal Action Plan	1 hour
Graduation	1 hour

The Programme will use Zoom with downloadable resources being available via the programme's bespoke website www.onehealthleadership.co.uk. There will be 10 pre-recorded 30 -60 minute - webinars for you to watch. Each of the webinars has an associated Learning Group Discussions session which will provide the opportunity to reflect on your learning and discuss how you might apply in practice. All course resources will be available for you to download from the Programme Website during and after the programme.

The programme involves some preparatory activities, which involve reflecting on current practice and gaining anonymous feedback from those you work with via a 360-feedback exercise. Zoom meetings will then follow. These sessions use a variety of presentations, discussions and experiential activities that help you reflect, learn and develop strategies to become an effective and impactful leader.

You will get the most out of the programme if you are willing to engage openly and honestly during the one to one sessions and are willing to robustly explore your own leadership areas for development. You will also benefit from keeping an open mind and by being willing to try some of the techniques that will be shared with you during the programme.

ALL PROGRAMME INFORMATION AND RESOURCES ARE AVAILABLE AT:

WWW.ONEHEALTHLEADERSHIP.CO.UK

Programme Outline

Dates	Topic	Participant Activity
22nd July 2021 at 2pm (EAT) 12 noon (UK time)	Welcome and Introduction to the Programme	Attend a 1 hour Programme Induction
2 – 6 August 2021 (times to be arranged)	Individual Coaching Session and 360 Degree Feedback	Attend 1 hour coaching session
9 – 13 August 2021 (in own time)	Managing People Team Effectiveness Handling Conflict	Watch 3 pre-recorded webinars and work through associated workbooks.
16 th , 17 th and 18 th August at 3pm (EAT) 1pm UK time	Learning Group Sessions	Attend 3 x 1 hour learning group sessions
23 – 27 th August 2021 (in own time)	Organisational Environment Project Management Leading Change Resilient Leader *	Watch 4 pre-recorded webinars and work through associated workbooks.
31 st August, 1 st , 2 nd September 2021 at 3pm (EAT) 1pm UK Time	Learning Group Sessions	Attend 3 x 1 hour learning group sessions <i>*The Resilient Leader is not followed by a Learning Group Session due to the personal nature of resilience</i>
6 th – 10 th September 2021	Mission and Vision Culture and Values Effective Leadership	Watch 3 pre-recorded webinars and work through associated workbooks.
14 th , 16 th , 17 th September at 3pm (EAT) 1pm UK Time	Learning Group Sessions	Attend 3 x 1 hour learning group sessions
20 th – 24 th September 2021 (time to be arranged)	Individual Coaching Session	Attend 1 hour coaching session to support development of action plan.
4 th October 2021	Deadline for Action Plans	Submission of Action Plan
12 th October at 2pm (EAT) 12 noon UK Time	Closing and Graduation Event	Attend closing event

One Health Leadership Programme



To successfully engage in the programme you will also need:

- To identify a number of people you work closely with who can provide feedback on your leadership style.
- A willingness to engage in 25 hours personal and professional leadership development including: self-directed study; reflection; webinars; group sessions and individual coaching sessions over an 8 week period.
- Computer, tablet or smart phone with internet access. For those who do not have reliable internet access, workbooks and recorded webinars will be provided on the web site and telephone feedback and coaching will be arranged.
- A willingness to apply learning from the programme into the workplace
- A willingness to reflect on what you discover about yourself and your practice and a desire to apply new approaches and techniques to enhance your leadership
- As the real learning comes from linking the course with transferring the learning into the work place, you will also be expected to submit a personal action plan to evidence your learning and commitment to apply in practice.

Your programme facilitators are:

Tracy Ellis, Future Perspectives Ltd.

Dr Julie Mulliner, Guiding Performance Success

Ltd Cath Winfield, Make That Change Ltd.

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Your contact for the programme will be: Tracy Ellis – tracy@futureperspectives.co.uk

Preparatory Work

Before your attendance on the programme, there are a number of preparatory activities for you to undertake. These are shown below including the approximate time that each activity might take. Detailed information and instructions about each activity will be sent out on or around the dates specified.

Initial Coaching Session

(to be completed between 2nd – 6th August 2021)

Your nominated coach will contact you to arrange a mutually convenient date during this week.

Pre Programme Participant Information and Self Assessment (by 16th July 2021)

Visit www.onehealthleadership.co.uk to complete.

By completing this, it will enable the facilitators to get to know more about you and your prior experience and to establish your current level of confidence and competence in leading and managing. You will also be asked to complete a post programme self assessment which will help you, and the programme team, to assess the value of the programme both personally and professionally.

360 Degrees Assessment of Leadership Style (30 minutes)

This will enable you to receive feedback from those people who have observed your leadership behaviour from the perspective of stakeholder, direct report, peer or manager. The feedback is given anonymously and will provide you with information on how others perceive you to help you develop more effective relationships with those you work with. You will need to identify a number of people who would be willing to provide this feedback via an online anonymous questionnaire. The results will be compiled in a personal report which will be available during the programme via one to one feedback. Instructions will be sent out at the beginning of July.

There will also be self-directed learning activities to undertake before each set of webinars that will be sent to you when the programme commences.



Programme Impact



Your learning and the programme will be evaluated using the Kirkpatrick 4 Level Evaluation Model (see image above).

Pre Programme Participant Information and Self Assessment

You are asked to complete this to establish your current level of confidence in Leading and Managing.

Post course evaluation questionnaire

We will ask you to complete a questionnaire on the final day of the programme to gauge immediate feedback in relation to your initial reaction to the programme (Level 1)

Post Programme Participant Self Assessment

You will be asked to complete the same assessment completed at the start of the programme to establish your level of confidence in leading and managing as a result of attending the programme.

Action Plan and Reflective account submission

You will be asked to complete an action plan during the programme which outlines your short and long term actions, specifically actions from the 360 feedback and also a summary of what you have learned as a result of the programme and how you have applied or intend to apply the learning in your role. (Level 2 and 3). It is expected that this will be approximately 1000 words and indicate successful completion of the programme.

Following attendance on the programme you will receive a Certificate of Attendance and following submission of the Action Plan you will receive a Certificate of Completion.