**Clinical Band 7 Traineeship 2018**

**Programme Aims**

The aim of the programme is to develop the skills and talent of our Clinical Bd 6 staff to enable them to successful fulfil their career aspirations and ambitions with our Trust. The programme will develop and enhance the management and leadership capabilities and confidence of our band clinical staff. It will include essential operational knowledge and skills, strategic leadership skills and personal and professional development to support a future pipeline of dynamic, supportive, innovative clinical mangers.

**Programme concept**

The Clinical Bd7 traineeship will have limited number of places for those who pass the selecting process by demonstrating a clear enthusiasm for development into the bd7 role, experience at band 6 level, ‘sponsorship’ and support of by existing ward/department manager and Matron. Ability to demonstrate understanding of the qualities and skills required to undertake the department/ward manager role.

The ensure that the programme supports trainees to develop skills and knowledge and apply this knowledge in a supported way, work based learning including shadowing, allocation of a mentor and reflective practice will combine with theoretical elements and coaching session.

**Elements of the programme:**

* Selection process including Matrons/ DDONs
* Allocation of a mentor (outside of the trainee’s line report structure)
* 8 shadowing days
* Work based standards
* Theoretical taught programme – in-house and Mary Seacole
* Coaching session

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| **In-house Taught Element** | **Date and time** | **Location** |
| **In house Leadership course day 1**  **Personal Development:**  Including communication & coaching Skills, Belbin team roles | 26th March 2018  09:30 – 16:00 | GWH, Lecture Hall 2 |
| **Action Learning Set - April** | 18th April  09:30 – 12:30 | GWH, Seminar 6 |
| **In house Leadership course day 2**  **Leading Teams:** Including HR matters – appraisal, developing staff, sickness absence, performance management | 12th June  09:30 – 16:00 | GWH, Lecture Hall 2 |
| **Action Learning Set - July** | 20th July 2018  09:30 – 12:30 | GWH, Seminar 6 |
| **In house Leadership course day 3**  **Practical Matters:**  Root Cause Analysis investigation | 21st September 2018 09:30 – 16:00 | GWH, Lecture Hall 2 |
| **Action Learning Set - October** | 8th October 2018  09:30 – 12:30 | GWH, Seminar 6 |
| **‘Graduation’** | 16th November  12:30 – 14:00 | GWH Lecture 1 |