

# Well-led

Well-led is a practical leadership development programme aimed at registered managers and other managers currently working in adult social care services.

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**This learning programme is grounded in the reality of social care delivery and was developed in partnership with managers familiar with the day-to-day challenges of leading a care team.**

The programme is underpinned by models of leadership that can be practically applied to deliver change and promote best practice. It was designed to enable leaders to deliver care in line with the expectations of a well-led service.

Well-led will help individuals to develop their leadership and management potential, gain knowledge and be supported and challenged to put this into practice. It includes an emphasis on reflection, helping individuals to learn from their day-to-day experiences and think about how they can do things differently or get better at recognising what they do well.

Unlike undertaking formal qualifications, which can often feel like a solitary process, Well-led connects managers with their peers.

Learners should leave the programme feeling empowered, confident, connected with others and well-equipped to effectively lead a workforce with the right values to provide high quality person-centred care. We've received overwhelming feedback from managers about the difference it can make.

## Course Content

The programme is delivered through four interactive modules covering the objectives below:

- ▶ Develop a clear understanding of what well-led looks like in a care setting
- ▶ Develop a clear understanding of how leadership strategies and techniques can be used to transform services and improve the quality of care
- ▶ Develop the confidence and skills necessary to lead services in an increasingly complex and challenging context
- ▶ Develop clear goals and commitment to improve your personal leadership effectiveness
- ▶ Learn from the experience of others by working with them in a range of collaborative learning activities and networking opportunities.

For more information contact us at:

[commercial-courses@connect2care.net](mailto:commercial-courses@connect2care.net) | [connect2care.net](https://connect2care.net)



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## Structure

### Duration

The four modules are usually delivered over a four-month period, enabling the learning from each module to be put into practice between sessions.

The programme can be delivered flexibly over four days of normal business working hours, or eight half days, or a different pattern appropriate to delivery choice and/or audience.

Learners are expected to attend each of the four learning and development modules that make up the programme and will only be able to receive a certificate of completion if they have participated in all four modules. There may also be an option to engage in inter-sessional tasks and engagement with other resources provided on the programme.

### Ways to Pay



**Pay in full:**  
£417 + VAT.



**Funding:**  
Adult social care employers in England can claim up to £500 per staff member on completion of Well-led. Read more about Skills for Care's Workforce Development Fund [here](#).

### Modules

#### **Module 1: Know yourself, look inwards:**

##### **Aims:**

- ▶ Understand what leadership is and how it differs from management.
- ▶ Understand the behaviours and qualities necessary to achieve effective leadership in adult social care settings.
- ▶ Understand resilience in the context of social care and be able to identify techniques and strategies to boost resilience.
- ▶ Gain a deeper understanding of your personality and leadership qualities, your strengths and areas for development.

#### **Module 2: Leading a successful service - looking around:**

##### **Aims:**

- ▶ Understand what a successful service looks and feels like.
- ▶ Engage with key leadership models and concepts on leading success.

- ▶ Understand the importance of vision, values, capability and evidence to building success.
- ▶ Experience of engaging in coaching conversations to identify priorities for action.
- ▶ Develop a commitment to action.

#### **Module 3: Leading high performing teams - looking sideways**

##### **Aims:**

- ▶ Understand the characteristics of high-performing teams.
- ▶ Gain practical insights into how best to nurture and lead high-performing teams.
- ▶ Understand how to create a culture of continuous improvement through 'leading people' performance management.
- ▶ Develop strategies for having courageous conversations.

#### **Module 4: Leading in and beyond the boundaries of your service - looking outwards**

##### **Aims:**

- ▶ Recognise the national context of changing systems in the sector.
- ▶ Be familiar by your wider systems and opportunities for engagement.
- ▶ Feel more confident about influencing and persuading others.
- ▶ Understand the features of collaborative leadership in building a positive culture in your care community.
- ▶ To apply 'Appreciative enquiry' to develop a positive workplace culture and support collaboration in your care community.
- ▶ Identify new ways to promote your service.

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