**Leading for the Future - Application Form**

**Please read the Information Packbefore completing this form and forwarding it on time for the closing date to:**

* **First, your line manager to complete the statement in support in the last section;**
* **Second, the contact responsible for applications in your area.**

**Please keep a copy of your application for your records, in the event you are successful in securing a place on Leading for the Future, you will require the information contained within it when you participate in the programme.**

**Applications for Leading to Change places are open to those who have registered for the Leading to Change app and have completed the self-assessment questionnaire.**

**The form covers the sections outlined below and you are advised to complete them in this order:**

* Your Commitment to the Programme
* About you (incl. Equality and Diversity data)
* About your Work
* About your Learning

**If you are successful in your application, *your data will be shared* with the NES Leading for the Future Team for you to be enrolled on the programme. *If you are happy for your details to be used in this way, please cross the box.***

Your Commitment

**Please note**: In previous cohorts we have received a significant number of applications for limited places, and we anticipate the same interest for Cohort 13, making this a competitive process. Please ensure you answer all the questions to assist with this.

It is key that successful applicants can fully commit and attend all session dates in the Programme so please check this is the case before proceeding with your application.

Undertaking the **Leading for the Future programme** requires reflecting and thinking space to engage with the learning resources to deepen your experience during the ten-month duration of the Programme.    
  
The total learning commitment would be estimated at around 1.5 days per month which includes a mix of pre-work for each event, full engagement in the ten full day facilitated group sessions and reflective practice afterwards.    
  
**A Certificate of Completion requires attendance on and evaluation of all 10 full-day workshops, which include 6 Adaptive Learning Set sessions.**

The 2023 / 2024 sessions require you in the first section to:

* select your preferred dates for 7 out of 10 of these workshops
* confirm you can attend the Induction and Consolidation events on the dates provided.
* select the degree of face-to-face attendance you prefer from two options:
  + Option 1 – three sessions out of ten will be attended face-to-face - Module 1, the Skills Development Workshop and the Consolidation Event
  + Option 2 – one session out of ten will be attended face-to-face - the Consolidation Event

**Please note:**

* There is no option to attend the programme online only
* Group sizes are limited and you may not get your first choice of Group as listed in question 2
* Once a Group is allocated to you, you cannot change part-way through the programme or join in-person events remotely, so consider carefully what is right for you before submitting your preferences on your application.
* For attendance in-person see information about accommodation, travel and subsistence below

**Accommodation**

NHS Education for Scotland (NES), the programme hosts, will only consider paying for overnight accommodation where non-NES participants have to leave home before 6.30am or arrive home after 7.30pm.

**Travel and subsistence**

NES will reimburse travel and subsistence costs for non-NES participants to reimburse them for expenses incurred in attendance at training events. The principles and limits which apply to travel and subsistence claims are detailed in the NES Non-Staff Travel and Expenses - Guidance Notes which will be provided if you are successful in securing a place on the programme.

1. **Induction and Consolidation Event**

*Cross beside each of the events below to indicate that you will attend them*

|  |  |  |
| --- | --- | --- |
| **Induction - On-line** | **Wednesday 20 September 2023 0930 – 1600** |  |
| **Consolidation event - In person** | **Wednesday 5 June 2024**  **0930 – 1600** |  |

1. **Group Selection**

**OPTION 1 – three sessions in person Module 1, the Skills Development Workshop and the Consolidation Event.**  The dates for:

* Module 1 are provided in the group information immediately below.
* The Consolidation Event is provided in question 1 in the first section
* The Skills Development workshop provided in question 3 in the first section

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Module 1 –**  **In person** | **Module 2 – on-line** | **Module 3 – on-line** | **Module 4 – on-line** | **Module 5 – on-line** |
| **GROUP A1** | 24/10/2023 | 07/12/2023 | 22/02/2024 | 21/03/2024 | 22/04/2024 |
| **GROUP A2** | 24/10/2023 | 07/12/2023 | 22/02/2024 | 21/03/2024 | 22/04/2024 |
| **GROUP B** | 03/10/2023 | 12/12/2023 | 08/02/2024 | 06/03/2024 | 18/04/2024 |
| **GROUP C** | 31/10/2023 | 05/12/2023 | 06/02/2024 | 05/03/2024 | 16/04/2024 |
| **GROUP D** | 10/10/2023 | 05/12/2023 | 07/02/2024 | 07/03/2024 | 17/04/2024 |

**OPTION 2 – one session in person: the Consolidation Event. The date for Consolidation Event is provided above, all the dates below are online**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Module 1 –** | **Skills workshop** | **Module 2 –** | **Module 3 –** | **Module 4 –** | **Module 5 –** |
| **GROUP E** | 12/10/2023 | 16/11/2023 | 14/12/2023 | 22/02/2024 | 21/03/2024 | 25/04/2024 |
| **GROUP F** | 26/10/2023 | TBC | 07/12/2023 | 28/02/2024 | 14/03/2024 | 18/04/2024 |

Indicate in the table below your preferences from 1 -6 with 1 being your first choice.

*Do this taking into account whether the Group is Option 1 or Option 2, in order of your preferred dates*  *across all 5 Modules for that Group and take a note of the dates of your first choice.*

|  |  |
| --- | --- |
| Groups A1 and A2 |  |
| Group B |  |
| Group C |  |
| Group D |  |
| Group E |  |
| Group F |  |

**3.Skills Development Workshop – for Option 1 Group A1, A2, B, C, and D - in person** *Indicate in the table below your preferences from 1 -3 with 1 being your first choice.*

|  |  |
| --- | --- |
| Tuesday 7th November 2023 |  |
| Tuesday 21st November 2023 |  |
| Wednesday 29th November 2023 |  |

1. **January 2024 Masterclass**

*Indicate in the table below your preferences from 1 -2 with 1 being your first choice.*

|  |  |
| --- | --- |
| Wednesday 10 January 2024 |  |
| Tuesday 23 January 2024 |  |

1. **May 2024 Masterclass**

*Indicate in the table below your preferences from 1 -2 with 1 being your first choice.*

|  |  |
| --- | --- |
| Thursday 16 May 2024 |  |
| Tuesday 21 May 2024 |  |

1. **Declaration of Commitment**

To the best of my knowledge, I can commit to attendance for and engagement in the full day of the ten events in the programme and to protect time to complete the pre-work and reflective practice; I understand that non-attendance on a full day or part of a day will affect the certificate I receive on completing the programme.

## *Please cross the option that applies to you.*

|  |  |
| --- | --- |
| Yes |  |
| No |  |

**About you**

1. **Contact Information**

Sector Choose an item.

Organisation Click or tap here to enter text.

Name Click or tap here to enter text.

EmailClick or tap here to enter text.

Telephone No Click or tap here to enter text.

Work LocationClick or tap here to enter text.

Job Title Click or tap here to enter text.

1. **Cross the level at which you are currently leading?**

|  |  |
| --- | --- |
| Executive leader of an organisation | **☐** |
| Manager/leader of a service or project |  |
| Manager of multiple teams or services |  |
| Senior manager/leader of an organisation |  |

**About your Work**

The **Leading for the Future**programme is specifically for those in senior leadership positions across public services and partner organisations to:

* Enable you to handle complexity, engage with the public, and work more effectively in partnership across the public services system.
* Provide a challenging development experience around your leadership and management skills and behaviours, to enable your delivery of service objectives.
* Build leadership capacity and facilitate networks for shared learning and exchange of good practice across public services system in Scotland
* Support your professional and career development.  
    
  Places on **LftF**are in demand andoversubscribed and applications are shortlisted by a panel to secure the limited spaces available.    
    
  Please therefore take the time to provide responses to these questions **as fully as possible.**Demonstrate how you will apply your learning in practice and highlight the live complex issue/s on which you are leading which would benefit from your working more effectively across the health, social work, social care and/or wider public services system.  Indicate how progressing delivery of your service objectives through participation on LftF will provide best public value for Scotland.

1. **Please provide an overview of your senior leadership role in delivering public services including:  who you collaborate with; for what purpose; what your responsibilities are; and the impact and change you can influence within your system, as well as the main challenges/barriers you face when working across the system?**

*(To help us consider your application it is important that we understand the complexity, breadth and scope of your role.  Please remember this is a competitive application process so take the time to cover the key points.)*

Click or tap here to enter text.

**About your learning**

**The Leading for the Future programme**is a highly interactive learning programme, which includes a mix of online learning, preparation for sessions reading/watching relevant theory, participation in facilitated group sessions and Adaptive Learning Sets, and reflective practice.

You will have the opportunity to learn leadership models, theories, and skills; learn from speakers and others on the programme about their leadership journey; be able to reflect on your own leadership style in this space; and work on live issues.  This programme requires the openness and courage to work on your mental models and ways of thinking.  
  
It is therefore recommended that you take the time to think through what you would like to gain from attending this Programme and what you will bring to the conversations in the small group working sessions and to your Adaptive Learning Set in particular.

1. **Considering your leadership role and any challenges you referenced above, what are your desired outcomes from participating in LftF?**

*(what do you want to gain/benefit/take away from this learning journey?)*

Click or tap here to enter text.

1. **Where/When/How do you see yourself using your adaptive leadership skills in practice*?***

*(We are interested in how you will apply your learning from LftF in complex environments for best public value)*

Click or tap here to enter text.

1. **Please provide an example of work you are involved currently in that is complex and requires adaptive leadership, that you can bring to the programme**

*set the current scene and describe future desired state you need help to influence).*

Click or tap here to enter text.

### Line Manager’s Statement in Support

### Please ensure that you provide this signed statement of support to the applicant for them to forward it on time for the closing date to be considered for the programme.

|  |  |  |  |
| --- | --- | --- | --- |
| **Name of line manager:**  **(please print)** |  | | |
| **Signature:** |  | **Date:** |  |
| **Declaration of Support** | I confirm that I understand the level of commitment required for the above name applicant to participate in Leading for the Future and that they have my full support. | **Yes /**  **No:** |  |
| Please give reasons (below) why you feel that this programme of leadership development is suitable for this applicant and how you envisage they will be able to apply the learning in their current role and for the benefit of the organisation. | | | |