

# **Invitation to tender FNF Scholarship Programmes**

## Background

The Florence Nightingale Foundation (FNF) has a deserved reputation for providing an excellent standard of leadership development for nurses and midwives. It is renowned for the transformational nature of the learning which enables the individual to develop their confidence, recognise their sphere of influence and step into their authority. The breadth and scope of the commissioned leadership development programmes and the demand for our flagship scholarship programmes is increasing. To meet this demand and ensure FNF maintains its high standards the Foundation is looking for partners to provide leadership development through our scholarship programme.

The contract would be to support the co-design of the content and deliver our 2-day leadership development residential for 3 consecutive years subject to satisfactory evaluations undertaken by FNF and a positive working relationship.

## About FNF Scholarships

### Florence Nightingale Foundation Leadership Scholarships Offer:

- Tailored personal and professional development plan
- Access to the very best in leadership development programmes
- Support of an experienced mentor
- Access to a national network of like-minded nurses and midwives
- Personal and professional life changing experiences
- Benefits for the employing organisation
- The opportunity to contribute to the evidence base of improved patient and health outcomes
- The award of a “Florence Nightingale Foundation Scholar”, an association with one of greatest women and a nursing leader

There are three levels of FNF leadership development scholarship:

#### **Emerging Strategic Scholars**

This programme is for nurses and midwives who are taking up their first leadership role and are currently working at Agenda for Change (AfC) band 7 and 8a roles or equivalent.

#### **Established Strategic Scholars**

This programme is suitable for those on track to become Heads of and Directors of Nursing/Midwifery in the next two years, Band 8b-8c or equivalent.

#### **Senior Leaders Scholarship**

This programme has been created for those already at executive nurse/midwife level and are now taking up systems leadership roles.

## Scholarship Pathway

The FNF Leadership Scholarships are delivered over 18 months and comprise several components.

### **FNF Core Programme:**

The core programme will ensure the Leadership Scholars are supported to develop the fundamental leadership skills to influence transformation and succeed as a leader. It will attend to the personal and professional challenges that are unique to the nursing profession associated with professional hierarchy, gender and power. This in-depth and experiential programme is central to the development needs of the nursing and midwifery workforce and will be essential if we are to fulfil the requirement of the NHS Long Term Plan. The 2 -day leadership programme that you are tendering for will form part of the core programme. Other parts are delivered by FNF and by the Royal Academy of Dramatic Arts (RADA Business).

### **The Improvement Project:**

All scholars are required to undertake an improvement project during their scholarship year which is aligned with the national agenda. They will propose their project at application stage and present to their peers at interview. The appropriateness and value of the project will be assessed as part of the selection process. Scholars will be required to demonstrate how they have defined the problem, designed a potential solution for delivery and planned the implementation and data required to evaluate the impact of delivery. Scholars are supported by their mentors to implement and disseminate the outcomes of the project. The content of the core programme is also applied to the developing their project throughout.

### **Mentorship:**

Scholars will be allocated a mentor who will support them throughout their scholarship year. The mentors selected for our scholars are individuals who have significant experience and established networks within their field. We will draw upon our wide networks to ensure access to the highest quality mentors and monitor engagement to ensure a productive mentor relationship.

## **FNF Core Programme outcomes**

- Demonstrate enhanced awareness of how personality preferences influence personal effectiveness and performance in teams.
- Identify and critically appraise opportunities to influence through personal and collective authority.
- Develop strategies to express self in a manner which communicates presence, enables influence and has impact.
- Explore personal compassion and courage and develop tools for staying effective under pressure.

## Tender brief

There are approximately 40 scholars per year who are recruited via a competitive selection process. Recruitment starts in September and the programme begins on the 1 April 2025. We are looking for a service delivery partner with proven experience of designing and delivering outstanding leadership development programmes at national and/or international levels. The successful provider would deliver the following elements on behalf of the Florence Nightingale Foundation:

- Provision of coaching sessions to review and identify development areas following psychometric assessments.
- Co-design and delivery of a 2-day leadership programme focused on the development needs and themes identified in the coaching sessions. This will be tailored and delivered to each Scholar cohort. Groups will be no larger than 25 people.

2025 delivery dates for the 2-day programme:

- Emerging Scholars proposed dates: 4<sup>th</sup> and 5<sup>th</sup> June 2025 Central London
- Established Scholar proposed dates: 24<sup>th</sup> and 25<sup>th</sup> June 2025 Central London
- Senior and Global Leaders Proposed dates: 15<sup>th</sup> and 16<sup>th</sup> May 2025 Central London

Dates for 2026 and 2027 will be at a similar time in the year and will be confirmed nearer the time.

## Governance

The provider would be expected to meet regularly with the Director of FNF Academy to review activity and ensure continuous collaboration. The administration of the aspects delivered by the provider would be managed by provider with support from the FNF Academy team to disseminate information to programme participants. The ability to provide information in a timely manner would be a key indication of quality. All learning materials will be shared with FNF prior to delivery and should include the FNF logo.

## Contract Value

Please provide a fully priced options analysis for the above offer.

Please divide costs between the coaching provision and the 2-day programme, inclusive of travel, subsistence and any accommodation required.

## Tendering Process

To tender for this contract, you are asked to complete an application form, available on our website here: <https://florence-nightingale-foundation.org.uk/invitation-to-tender/> . This will be assessed by the CEO, Director of Academy and Director of Operations.

**The Deadline for the submission of this tender application is 6 January @90.00 @. Applications after deadline will not be accepted.**

Shortlisted applicants will be invited for a face-to-face interview after shortlisting is completed. Please can all enquiries and applications to be returned to [academy@florence-nightingale-foundation.org.uk](mailto:academy@florence-nightingale-foundation.org.uk) .

We look forward to receiving your applications.



Professor Greta Westwood  
Chief Executive Officer