



Florence
Nightingale
Foundation

Leadership Development Opportunities

Igniting leaders, fuelling potential.

Leadership Development Opportunities

Since 1929, the Florence Nightingale Foundation (FNF) has inspired, nurtured and supported senior, mid and early career nurses and midwives to develop as leaders and stay in the professions they love. We create leadership opportunities to discover own leadership styles and develop skills to be courageous and confident leaders. We want nurses and midwives to strengthen their voice to improve health and care outcomes and so change policy and practice. We offer FNF Leadership Development Scholarships and we accept commissions to deliver FNF Leadership Development Programmes.

Our Promise, we will:

Select the very best talent in nursing and midwifery

Connect and network nurses and midwives to collectively become the positive voice of nursing and midwifery

Shine a light on nurses and midwives and their practice.

FNF Leadership Development Scholarships

- ♥ Applications open in August each year
- ♥ Nurses and midwives apply as individuals. See our website <https://florence-nightingale-foundation.org.uk/> for more details
- ♥ Award: 'Florence Nightingale Foundation Leadership Scholar'

FNF Commissioned Leadership Development Programme

- ♥ FNF accepts commissions throughout the year with a 6-month lead in time
- ♥ Commissioners are usually organisations that employ or support nurses/midwives
- ♥ Award: 'Florence Nightingale Foundation Nurse/Midwife'

Expected Outcomes

- ♥ Clearer identification of personal leadership style
- ♥ Greater self-presence and personal impact
- ♥ Deeper understanding of the impact of self on others
- ♥ Improved confidence in speaking up
- ♥ Ability to understand and lead improvement
- ♥ Renewed self-reliance to tackle real workplace issues
- ♥ Greater awareness of personal approach to leadership – biases, blind spots, attitude to diversity

UK Nurses and Midwives All leadership opportunities are available to all Registered Nurses and Midwives in the UK.

International Nurses and Midwives We accept commissions to deliver a bespoke leadership programme for a cohort of international nurses/midwives.

FNF Leadership Development Scholarships

Leadership Development Scholarships Offer:

- ♥ Tailored personal and professional development plan
- ♥ Access to the very best in leadership development programmes
- ♥ Support from an experienced mentor
- ♥ Access to a global network of like-minded nurses and midwives
- ♥ Personal and professional life changing experiences
- ♥ Demonstrable benefits for the employing organisation
- ♥ Contribution to the evidence base of improved patient and health outcomes
- ♥ On completion become a FNF scholar, the legacy of one of the greatest women leaders

Scholarship Levels

♥ Emerging Leaders

Nurses/Midwives working at NHS Agenda for Change (AfC) band 7/8 or equivalent

♥ Aspiring Nurse/Midwife Directors

Nurses/Midwives on track to become Directors of Nursing/Midwifery within the next two to three years

♥ Senior Leaders

Nurses /Midwives already at executive board level and are now taking up systems leadership roles

What is involved?

Scholar has access to £10,000 (2019) to fund:

- ♥ Mandatory FNF Core Programme Modules
- ♥ Scholar Bespoke Leadership Opportunities

Mandatory FNF Core Programme Modules include (all levels)

- ♥ **Welcome day:** a briefing day for all FNF Scholars with the establishment of individual cohort learning communities
- ♥ **Individual scholar assessment:** to identify leadership strengths and areas for development
- ♥ **Experienced mentor allocated:** matched to scholar from government, corporate and charity sectors, NHS and other healthcare organisations
- ♥ **2-day residential:** a leadership development programme with cohort
- ♥ **2 or 3-day* 'Personal Presence & Impact' programme:** delivered by the Royal Academy of Dramatic Arts (RADA) (*depending on leadership level)

- ♥ **Westminster 'Power Breakers' day:** designed to help understand how government works
- ♥ **1-day mid programme:** cohort follow up day
- ♥ **Florence Nightingale Commemoration Service, Westminster Abbey:** to give thanks for Florence Nightingale's extraordinary legacy to healthcare
- ♥ **High profile award ceremony:** to celebrate the success of FNF Scholars at end of their scholarship year. The nurse/midwife officially becomes a Florence Nightingale Leadership Scholar and a member of our alumni community

Bespoke Leadership Development Opportunities

Scholar chooses, with the support of the mentor, additional fully funded leadership programmes to suit individual development needs and/or overseas travel to explore best practice.

Improvement project: all scholars complete an improvement project and publish the impact of the work in professional journals.

What the FNF Scholars Say

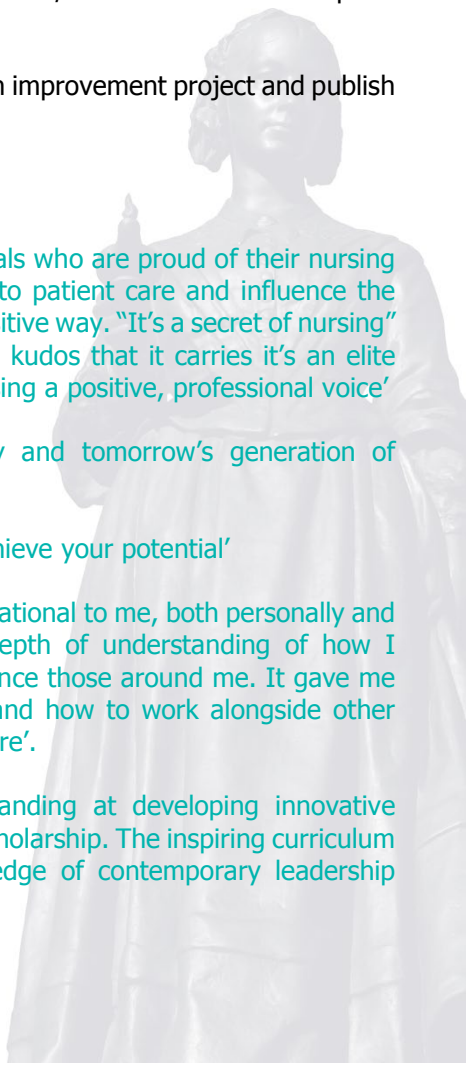
'It brings together likeminded, driven professionals who are proud of their nursing profession and who want to lead to add value to patient care and influence the department of the health to local services in a positive way. "It's a secret of nursing" – it's a competitive process and because of the kudos that it carries it's an elite group of professionals who is driven to give nursing a positive, professional voice'

'The Foundation prepares and supports today and tomorrow's generation of healthcare leaders'.

'The Foundation offers you an opportunity to achieve your potential'

'I think the scholarship experience was transformational to me, both personally and professionally. It helped me have a greater depth of understanding of how I functioned as an individual and how I can influence those around me. It gave me a huge understanding of strategic positioning and how to work alongside other people within a busy NHS to influence patient care'.

'The Florence Nightingale Foundation is outstanding at developing innovative curriculum for nurses such as in the leadership scholarship. The inspiring curriculum pushes people, grows skills and it is at the edge of contemporary leadership education'



FNF Commissioned Leadership Development Programme

The FNF accepts commissions throughout the year to develop and deliver a leadership programme, bespoke to the commissioner's requirements. We usually require a 6-month lead in time. The below is a programme example so the elements can be amended to a specified brief.

What is involved?

4 modules, 5 days over 6 months (an example):

- ♥ **Module 1 Welcome Day and Introduction to Self (1 day):** a briefing day to establish individual cohort learning communities. An introduction to self and impact of self on others through Myers Briggs Type Indicator (MBTI) assessment and exercises
- ♥ **Module 2 Introduction to Improvement (2 day):** a residential programme to learn and practice co-consulting technique, facilitated discussion on current leadership challenges, understand diversity in the workplace, introduction to quality improvement to inform and support an improvement project
- ♥ **Module 3 'Presence & Impact' (1 day):** delivered by the Royal Academy of Dramatic Art (RADA) designed to build personal presence and so greater personal impact
- ♥ **Module 4 'Next Steps' (1 day):** to identify next steps in the leadership journey
- ♥ **Award ceremony (1 day):** to celebrate the success of the nurses and midwives at end of the programme. The nurse/midwife officially becomes a Florence Nightingale Foundation Nurse/Midwife and joins our alumni community
- ♥ **Florence Nightingale Commemoration Service, Westminster Abbey, London:** to give thanks for Florence Nightingale's extraordinary legacy to healthcare

Improvement project: all programme participants complete an improvement project.

Where will the programme be held?

Location, but this is flexible to suit cohort and commissioner requirements.

What the FNF Nurses and Midwives Say

'I am so grateful to have been enrolled on this programme. The programme has enhanced my leadership style and learned about myself. I believe I am a leader of tomorrow. I am more confident of making the difference (*sic*) in my work area and remain a role model. I have learned how to link with the directors and chief nurses to achieve a health project in terms of quality improvement. I am so glad that I was given this opportunity to be part of the programme. I am able to encourage others to apply for the next programme.'

'Windrush Leadership Programme has given me a unique platform to be visible in my area of work. I have become more confident in speaking up and presenting my work to the wider audience. I have thoroughly enjoyed the experience so far from meeting new people from all over the country to spending the residential day and evening together. New network of friendship has grown from this programme and we have started supporting each other. The speakers invited on the welcome day and residential days were so inspiring. It has already started to make positive change in my attitude to work and personal life too'

Interested? What Next?

If you would like more information about how to commission a FNF Leadership Development Programme please email Professor Greta Westwood PhD RN at: admin@florence-nightingale-foundation.org.uk

June 2019



	Scholarships					Commissioned Leadership Programme (example)
	Emerging Leader	Aspiring Nurse/Midwife Director	Senior Leader	Research	Travel	Developing Leaders Programme
Who is it for?	Nurses/midwives in a leadership role NHS Band 7/8 or equivalent	Nurses/midwives with the potential to secure an executive board level position (within 2-3 years)	Nurses/midwives at Executive Board or Very Senior Manager level or equivalent	Research Internship: Nurses/midwives interested in a clinical academic career Research Scholarship: Nurses/midwives undertaking a Masters/PhD	Nurses/midwives who want to study best practice nationally and/or globally	Nurses/midwives at NHS Band 5/6 or equivalent
Duration	12 months	12 months	12 months	12 months	12 months	6 months
Time commitment	Mandatory FNF core modules - 8 days Bespoke leadership programme - average 10 days Total - minimum 18 days	Mandatory FNF core modules - 9 days Bespoke leadership programme - average 10 days Total - minimum 19 days	Mandatory FNF core modules - 9 days Bespoke leadership programme - average 10 days Total - minimum 19 days	Research Internship: Minimum 1 day per week for 12 months with equivalent self-directed learning Research Scholarship: Postgraduate module/PhD Fees paid	7 - 14 days	Mandatory 3 FNF core modules - 3 days Residential - 2 days Total - 5 days
Learning Methods	<ul style="list-style-type: none"> Face-to-face, residential and programmes in London Self-managed mentorship meetings Self-managed learning sets Work based application 	<ul style="list-style-type: none"> Face-to-face, residential and programmes in London Self-managed mentorship meetings Self-managed learning sets Work based application 	<ul style="list-style-type: none"> Face-to-face, residential and programmes in London Self-managed mentorship meetings Self-managed learning sets Work based application 	Research Internship: Face-to-face and virtual meetings with FNF Clinical Professor plus self-directed learning Research Scholarship: Self-directed learning	Self-directed learning	<ul style="list-style-type: none"> Face-to-face, residential and programmes in London Self-managed mentorship meetings Self-managed learning sets Work based application
Funding Awarded	£10,000	£10,000	£10,000	Research Internship: £8,000 Research Scholarship: £3,000 - £5,000	Determined by Application	Funding managed by FNF
Awards	Florence Nightingale Foundation Leadership Scholarship	Florence Nightingale Foundation Leadership Scholarship	Florence Nightingale Foundation Leadership Scholarship	Florence Nightingale Foundation Research Scholarship	Florence Nightingale Foundation Travel Scholar	Florence Nightingale Foundation Nurse/Midwife
Cost	Fully funded (scholar's organisation pays £1,000 contribution)	Fully funded (scholar's organisation pays £1,000 contribution)	Fully funded (scholar's organisation pays £1,000 contribution)	Fully funded	Fully Funded	Fully Funded



Support us to continue Florence's legacy.

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