



Rosalind Franklin Programme for nurses in general practice  
and primary care

# Programme information

August 2019



**Delivered in partnership with:**  
**NHS England and NHS Improvement**  
**ShinyMind**



# Programme summary

<b>Programme title</b>	The Rosalind Franklin programme for nurses working in general practice and primary care
<b>Award</b>	NHS Leadership Academy Award in Senior Healthcare Leadership
<b>Length of programme</b>	10 months
<b>Time commitment</b>	Approximately 4 – 5 hours per week
<b>Out of office days</b>	11.5 days
<b>Programme dates</b>	<p><b>Masterclass</b> (Release your inner leader): 13 November 2019 (<b>Leeds</b>)</p> <p><b>Foundation workshops</b>: 02-04 December 2019 (3 days, <b>London</b>)</p> <p><b>Impact group 1</b>: 04 February 2020</p> <p><b>Impact group 2</b>: 07 April 2020</p> <p><b>Impact group 3</b>: 09 June 2020</p> <p><b>Impact group 4</b>: 04 August 2020</p> <p><b>2 day residential masterclass (Creating the platform for action)</b>: depending on your impact group you will attend a 2 day residential hosted by ShinyMind in <b>Stokesley, North Yorkshire</b>. The dates your group will attend will be <b>one</b> of the below:</p> <p>02-03 September 2020  16-17 September 2020  30 September- 01 October 2020  07-08 October 2020</p> <p><b>Celebration workshop (London)</b>: 13 October 2020</p> <p><b>1/2 day (AM) masterclass (Leeds) (Shine bright)</b>: 25 November 2020</p>
<b>Participant cost</b>	Fully funded as part of NHS England and NHS Improvement General Practice Nursing Ten Point Plan



## Why has the Rosalind Franklin programme been developed?

As part of our continuous commitment to developing outstanding leadership at all levels across the NHS, the programme has been commissioned by the team leading the NHS England and NHS Improvement General Practice Nursing Ten Point Plan and adapted and developed to meet the needs of nurses working in middle-level leadership positions in general practice and primary care settings.

In early 2017, research into the current NHS landscape of middle-level leadership training was carried out for us by Breaking Blue Research, with further research conducted by Korn Ferry Hay Group from December 2017 to January 2018.

The research findings highlighted a significant gap for middle-level leadership development. Recommendations that any new development to fulfil this gap should be accessible and affordable, with a consistent core curriculum and delivery model, and the ability to be contextualised and delivered locally by appropriately experienced facilitators.



## Who is it for?

The Rosalind Franklin programme is for middle to senior nurses in general practice and primary care aspiring to lead large and complex programmes, teams, services or systems of care in general practice federations, primary care networks and integrated care systems who could be described as:

- Individuals who are directly leading people who manage others i.e. a step beyond first line management. This group is likely to include those who work in a traditional team based in a structured medium to large organisation.
- Specialist individual contributors who may not directly lead a team now but who must, as part of their role, play an active part in a network/system which requires them to embody leadership around an issue, a pathway, a service etc. This might include general practice nurse team leaders, specialist nurse team leaders and advanced clinical (nurse) practitioner team leaders.
- A professional who leads teams of experienced professionals that may exist on a temporary basis before dissolving, and then realigning again around specific issues or primary care networks. This group might include those leading complex projects and initiatives who operate at the pivot points between other professional groups and need to balance operational and strategic demands.
- Those managing complex programmes and projects, substantial budgets directly or indirectly, politically sensitive and significantly impactful work.

## What is it aiming to do?

It aims to help shape middle-level nursing leaders' knowledge, skills, attitudes and behaviours to help them become outstanding leaders, and for primary care, to develop inclusive and compassionate nursing leaders working at all levels across the NHS to help improve patient care, people's health and their experiences of the NHS.



## Structure

For participants, the Rosalind Franklin programme will be ten months long and will include a GPN Leadership Masterclass Programme – ‘Beacon for Transformation’ (connecting to a large network of GPN /Primary care nursing leaders across England), in addition to incorporate a blended learning style with mandatory and comprehensive online learning, face to face workshops and small group work, including:

- Six online modules
- One day initial masterclass
- Three days of back to back workshops at the start of the programme
- One day celebration workshop at the end of the programme where participants will be able to articulate the vision and purpose of the GPN role and message out with a shared language and collective voice
- Four impact groups across the ten months (groups of eight)
- 2 day residential masterclass
- 1/2 day morning masterclass am

## Content

The Rosalind Franklin general practice /primary care nursing programme is currently in the design stage, but four elements of curriculum will be included across the six modules:

- Self and self as a leader
- Organisations and systems
- Change and improvement for safety in healthcare
- Management skills



## Similarities to other NHS Leadership Academy programmes

The Rosalind Franklin programme may attract a similar audience to the Elizabeth Garrett Anderson programme, however it is aimed at those who do not wish to undertake the academic level of a masters degree and less time intensive.

The Rosalind Franklin programme is aimed at those who have a higher level of responsibility than those on the Mary Seacole programme. In line with other successful accessible programmes, such as the Mary Seacole programme, the Rosalind Franklin programme will incorporate a blended learning style, including mandatory and comprehensive online learning, face to face workshops and small group work.

## Why has it been named after Rosalind Franklin?

The NHS Leadership Academy has a proud tradition of naming professional development programmes after those who have had a positive and influential impact on health care. Current programme names include Edward Jenner, Mary Seacole, Elizabeth Garrett Anderson and Nye Bevan.

After a period of consultation, Rosalind Franklin was chosen for this programme in recognition of the achievements she made.

Rosalind Elsie Franklin; (born in London on 25 July 1920 and died in London on 16 April 1958) was a British scientist best known for her contributions to the discovery of the molecular structure of deoxyribonucleic acid (DNA), a constituent of chromosomes that serves to encode genetic information. Franklin also contributed new insight on the structure of viruses, helping to lay the foundation for the field of structural virology. Her X-ray diffraction images of DNA enabled the University of Cambridge's Francis Crick and James Watson to identify the molecule's double helix structure, which subsequently led to Crick and Watson receiving the Nobel Prize for Physiology or Medicine in 1962 for the discovery. Unfortunately, Franklin was not eligible for consideration for the prize, as at the time, the Nobel Prize was never awarded posthumously.



# How to apply

All applications must be completed online via <https://franklin-gpn2.apply.leadershipacademy.nhs.uk/>

If you experience any technical problems during your application, please email [support@leadershipacademy.nhs.uk](mailto:support@leadershipacademy.nhs.uk).

## Personal statement

Your personal statement is an important part of your application and should explain why you're interested in developing your leadership through this programme, your relevant experience, and provide a clear argument for why you should have a place. **It should be no more than 1000 words  $\pm$  10%.** To support us in reviewing your application for suitability and eligibility, we'd strongly encourage you to make full use of the word count.

Your statement should answer the following questions:

1. Tell us about your current role and the people/projects/kind of work you lead, demonstrating the complexities and challenges? (250 words)
2. Tell us what you hope to be able to bring to the programme and how you'll use your learning to help make a positive impact for both staff and patients/service users? (200 words)
3. Why have you chosen this programme, why now, and what do you hope to achieve? (200 words)
4. It is important that you begin the programme having already done some thinking about, and exploring opportunities for, leading some real change in your workplace. What are you passionate about, and hoping this programme will help you address, in your workplace? For example, how would it support the delivery of the GPN Ten Point Plan or how might this directly affect patient care, be related to your work culture, or a desire to support staff/team development (250 words)
5. What arrangements will you make to create time to study for at least 15-20 hours a month? (100 words)

Please ensure your statement is personal and unique to this programme. This will be reviewed alongside your role to form a decision on your suitability for the programme therefore it's important you provide as much pertinent information as possible in line with the word count available.