



Deputy Managers Leadership Development Programme

Bradford Care Association (BCA), together with the Institute of Health & Social Care Management (IHSCM), have developed a Leadership Development Programme for Deputy Managers. The programme consists of both on-line and in person group sessions plus watching videos from the Aspiring Leaders Playlist and practical embedding of individual learning in the workplace.

The programme will be delivered by the IHSCM over a 6 week period during January and February 2025 and participants must commit to attending every session, as well as watching videos and recording practical examples of embedding their learning in the workplace.

A maximum of 30 places are available, on a first come first served basis, and are limited to one person per CQC registered location.

Care providers are required to pay £125 per person in order to book a place however, upon production of a certificate awarded following successful completion of the programme, BCA will reimburse the full cost of the programme to the care provider.

The £125 fee will not be refunded if a booked place is not cancelled prior to the programme commencing or if the participant does not attend a session or fails to successfully complete the programme.

The criteria to book a place on the programme are as follows:

- The participant must be a member of the IHSCM (membership is free and to join [Click Here](#) and **use the code BDCA**).
- The care provider must be a BCA member (membership is free and to join [Click Here](#)).
- The care provider must pay the £125 fee prior to the programme commencing.

The first session requires both Deputy Managers & their Registered Manager to attend.

Further details about the programme are shown below and if you are interested in booking a place or require any further information, please contact admin@bradfordcareassociation.org.

Date & Time	Location	Session	Content
21st January 14:00 to 15:00	MS Teams Online	Registered Managers & Deputy Managers Induction	<ul style="list-style-type: none"> • Overview of programme content • Explanation of respective roles and responsibilities • Demonstration of learner portal to record CPD.
28th January 14:00 to 15:00	MS Teams Online	Module 1 – Me, Myself and I	<ul style="list-style-type: none"> • Learn the difference between leaders and managers • Understand different leadership styles • Discuss values-based leadership and its impact • Understand psychometrics using The Zookeeper • Explore your purpose & role • Understand the impact of your own leadership style on others – what does it feel like to be led by you • Understand how to engage your team
4th February 10:00 to 16:00	Room G7+G8 Scorex House 1 Commercial St Bradford BD1 4AS	Module 2 – High Performing Teams Module 3 – Leadership Excellence Module 4 – Change Management	<ul style="list-style-type: none"> • Understand the language of high-performance leadership • Discuss culture vs strategy • Learn the importance of trust and how to build a trusted team • Understand goal setting & fulfilment • Explore methodologies to create service improvement • Explore tools to create accountability within teams • Understand what you are aiming for as a leader • Understand what makes a good leader • Explore different team leadership dynamics • Learn skills to assess who you have in your team • Explore what good looks like in terms of communication which includes perspectives, building rapport, as well as barriers to communication. • Develop & practice coaching skills • Develop & practice effective feedback skills • Understand how to manage conflict positively • Learn the challenges around managing change • Understand your own barriers around change • Explore how to lead organisational change • Learn change management processes and techniques • Understand how to boost innovation processes and pathways • Learn how to plan and manage change
5th February to 3rd March	Workplace	Embed learning	<ul style="list-style-type: none"> • Watching videos from the Aspiring Leaders Playlist • Embed learning in the workplace • Record evidence and practical examples on learner record
4th March 14:00 to 15:00	MS Teams Online	Review & Next Steps	<ul style="list-style-type: none"> • Programme review, feedback and evaluation • Details of additional learning and development available both locally & nationally from IHSCM, Skills for Care, etc . . .

CONTACT US

For further information, please contact the
BCA Business Support Officer, Megan Rawes



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