

# Introducing the NHS Leadership Framework



The NHS Leadership Framework provides a consistent approach to **leadership development** for staff in health and care irrespective of discipline, role or function, and represents the foundation of leadership behaviour throughout the NHS. It sets out a single model of leadership for all NHS staff should aspire.



It will be imperative that frontline clinicians and the wider workforce have the leadership knowledge, skills and behaviours to drive radical service redesign and improvement. This will involve working in collaboration across health systems, in developing new models of care, and further developing the skills of the entire workforce. The ability to influence and manage change at the frontline will be central to delivering this.

To enable this change to take place successfully and to support staff in this very important role we will need to further develop the leadership capability within the system.

The NHS Leadership Framework is based on the concept that leadership is not restricted to people who hold designated leadership roles and where there is a **shared responsibility** for the success of the organisation, services or care being delivered. Acts of leadership can come from anyone in the organisation and as a model it emphasises the responsibility of all staff in demonstrating appropriate behaviours, in seeking to contribute to the leadership process and to develop and empower the leadership capacity of colleagues.

The NHS Leadership Framework integrates the *Medical Leadership Competency Framework* (MLCF) and *Clinical Leadership Competency Framework* (CLCF) and supercedes the *Leadership Qualities Framework* (LQF).

Please visit [www.nhsleadership.org.uk/framework.asp](http://www.nhsleadership.org.uk/framework.asp) to learn more about the framework and how it can be used and applied.

## Supporting tools

There are a number of supporting tools already available, with more on the way in the coming months.



LeAD is a free and engaging **e-learning resource** to help clinicians develop their understanding of how their role contributes to managing and leading health services. The sessions are grouped into modules for ease of reference, however they are designed to stand alone providing an open learning pathway to meet individual development needs and interests. LeAD is appropriate for all clinical staff regardless of profession, specialty, or stage of training and offers one component of an overall leadership training and development programme. There is also an Additional Educational Material area which holds videos, articles and other resources to further augment learning. To register for LeAD, please visit <http://www.e-lfh.org.uk/projects/lead/register.html>

**360° feedback** is a powerful tool to help individuals identify where their leadership strengths and development needs lie. The process includes getting confidential feedback from line managers, peers and direct reports. As a result, it gives an individual an insight into other people's perceptions of their leadership abilities and behaviour. The new Leadership Framework online 360° feedback tool is in the process of being road tested and will be available to colleagues in the service from October 2011 onwards. If you would like to register your interest in the tool, please contact [360Support.nhs@right.com](mailto:360Support.nhs@right.com).

**360° Feedback**

A free **self assessment tool** helps individuals identify where their leadership strengths and development needs lie, to assist with personal development. For further information and access to the self assessment tool, please visit the [Supporting Tools](#) section of the NHS Leadership Framework website.



Colleagues working in the higher **education** institutions or in **workplace training** facilities may find the *Guidance for Integrating the Clinical Leadership Competency Framework into Education and Training* very useful. This document describes the knowledge, skills, attitudes and behaviours required for each domain and provides suggestions for appropriate learning and development activities to be delivered throughout education and training, as well as possible methods of assessment. Please visit the [Supporting Tools](#) section of the NHS Leadership Framework website to download.