

## MACP Award Report

<b>Awardee Name:</b>	Katy Williams
<b>Date of Report:</b>	05.04.25
<b>Name of the Award:</b>	Level 2 CPD Award
<b>Amount awarded:</b>	£995
<b>What the award was used for:</b>	NHS Leadership Academy Award in Healthcare Leadership: Mary Seacole Programme
<p>Summary of how this award or bursary helped you in your career / clinical / academic practice:</p> <ul style="list-style-type: none"> <li>• MSc / PgD Awards: 200 words.</li> <li>• Level 1 Awards: 500 words.</li> <li>• Level 2 Awards: 1000 words.</li> <li>• Level 3 Awards: 1500 words.</li> <li>• Elsevier – report and journal article / podcast / presentation at a conference.</li> </ul>	<p>I am a Specialist Musculoskeletal / Multi-Sports Physiotherapist, Higher Education Fellow and Deputy Lead with Team Bath, based at the University of Bath. On the 8<sup>th</sup> October 2024 I embarked on the 'NHS Leadership Academy Award in Healthcare Leadership' through the 'Mary Seacole Programme': <a href="#">Mary Seacole programme – Leadership Academy</a>. Thanks to the 'Level 2 CPD Award' of £995 from the 'Musculoskeletal Association of Chartered Physiotherapists'. My 'why' was because one of the biggest weaknesses in improving healthcare quality and effectiveness, is its failure to engage clinicians in leadership and management roles, with little female representation in sport.</p> <p>This was a six month programme undertaken alongside a cohort of 30+ healthcare practitioners across all disciplines. Consisting of a virtual campus of twelve units, discussion forums which we had to contribute towards meaningful contributions, and three virtual workshops. Culminating in a 2000 word reflective assignment of two parts: part one was a critically reflective account of your development as a leader and manager over the course of the programme. Part two was demonstrating how you have applied your leadership learning in practice.</p> <p>Undertaking the programme has allowed me to apply key theory learnt to practice and developed my self-awareness. Enabling me to develop further my leadership and management learnings with the broad range of patients I care for, services I deliver to and staff I engage with. Whilst I</p>

	<p>am aware I am not yet the finished product I have enjoyed the 'Mary Seacole Programme' journey, and I am excited to continue to evolve as a female clinical leader in sport.</p> <p>The units consisted of the following:</p> <p><b>Unit 1: Launch – why does leadership matter?</b> - This unit covers how the programme works, stages of personal development, and focuses on your own personal values.</p> <p><b>Unit 2: Patients, care, and context</b> - This unit is an integral part of the programme with much of it running across all units, focusing on patient experience and their stories, patient leadership, patient safety and the human factors.</p> <p><b>Unit 3: Myself and my role</b> - This unit looks at the definitions of management and leadership and ways of thinking about leadership.</p> <p><b>Unit 4: Teams and success</b> - This unit focuses on team dynamics, leadership responsibility, and inclusion.</p> <p><b>Unit 5: Relationships, influence and your system</b> - This unit reflects on you as part of the system; it covers relationship mapping, influencing others, negotiation, and looking at the broader care system.</p> <p><b>Unit 6: Impact of organisational culture</b> - In this unit you will focus on organisational culture; what do we mean by this, how it is developed, and your role as a leader.</p> <p><b>Unit 7: Focus on performance</b> - This unit looks at what do we mean by performance; different views, creating the climate for performance as well as performance management.</p> <p><b>Unit 8: Leading for improvement</b> - This unit looks at improvement, the model for improvement, and how to make improvements.</p> <p><b>Unit 9: Recruitment and selection</b> - This unit focuses on the practical aspects of recruitment and selection, as well as including topics such as equality, diversity, inclusion and employment legislation.</p> <p><b>Unit 10: Leading for growth and wellbeing</b> - This unit introduces two main focus areas that will help you to manage the talent that you have in your team and help them to be</p>
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	<p>happy, healthy and effective in their work.</p> <p><b>Unit 11: Finance fundamentals</b> - This unit focuses on finance management. Making it understandable and fun.</p> <p><b>Unit 12: HR process fundamentals</b> - This unit will introduce you to some HR process essentials. It has been designed to encourage you to take what you learn and build on it with professional support from your organisation.</p> <p>My greatest learning on the programme, was when I undertook the '360 degree feedback tool' in relation to the 'healthcare leadership model' in 'unit three' on my behaviour and performance, by the NHS Leadership Academy. Feedback from 12 raters in a psychologically safe environment, revealed I scored most highly in inspiring shared purpose; engaging the team; holding to account and developing capability. Whereas I scored less highly in leading with care; evaluating information; connecting our service; sharing the vision and influencing for results. With my self-rating and that of my direct reports aligning. Similarly to my strength reflections, I was quoted as ..." well organised; has high standards and attention to detail; clearly communicates; provides learning opportunities for others; and does what is right" .... Whereas areas for growth were unforeseen to me, quotes included..."to be more adaptable to change in uncertain situations; and to delegate more and be open-minded to other's ideas" ...</p> <p>The 'Mary Seacole Programme' has been designed to support first time leaders and you will find lots in the programme to help you be effective and feel confident in the role. The programme will encourage you to ask some fundamental questions of leadership, including the core question, 'what is it like to be on the receiving end of me?'. You will learn some practical management skills and impactful leadership approaches. More though, you will explore personal insights, adapt your attitude as a leader, and build your confidence to exercise authority in your leadership role. Expect to have your behaviours and your mind-set challenged, and your perspectives broadened. This programme will support you to be your best-self and make a real difference to patients, the workforce and the service as a whole. I would highly recommend! Thank you MACP for your financial support!</p>
Picture of awardee / conference / course /	

experience as relevant.



Mary Seacole was a British-Jamaican businesswoman and nurse who in 2004 was voted the greatest black Briton. As a mixed-race woman living in the 19th century, what Mary Seacole achieved in her lifetime was truly remarkable. She broke social rules and prejudices to travel the world, ran businesses and helped those in need – even in the most dangerous places. Best known for her work as a nurse in the Crimean War, Mary Seacole will forever be remembered as an incredible woman and inspiring role model.