



Wavelength is a 6-month leadership programme to develop the collaborative leadership skills that support effective, joined up digital transformation across the Frimley **Health & Care** Integrated Care System

# Wavelength

Connect | Empower | Transform

Technology is transforming the world we live in.

Digital leadership and enablement will improve the quality and safety of care, enhancing health and wellbeing outcomes for our population.



In October 2018, Wavelength was launched — a brand new, innovative leadership programme which brought together clinical, operational and digital staff from right across the Frimley Health and Care Integrated Care System to develop the leadership required to harness the power of digital for better health and care outcomes.

We recognise that by developing people, we will improve the place and benefit the whole of our ICS population.

Building on this success, Wavelength Cohort 2 will commence in November 2019.

## THE WAVELENGTH LEADERSHIP PROGRAMME AIMS TO:

- Break down barriers between digital, operational and clinical staff—both within and across organisations—and strengthen partnership working
- Support professionals across Frimley Health and Care ICS to collaborate more effectively to deliver digitally enabled transformation for our ICS by helping to align the direction of travel for our digital strategies.
- Invest in people across the system so that they feel equipped and empowered to make digital change happen
- Create a shared language across professions which will enable the transformation journey
- Explore the art of the possible, aligning around a collective cause of the communities and residents we serve
- Develop a network of role models for the leadership required to inspire and bring others with you
- Provide a positive culture across the Frimley Health & Care ICS which promotes digital transformation and innovation

# What you can expect from the programme

The programme consists of one residential and three one-day modules. You can expect a dynamic mix of engaging and interactive sessions including: keynote speakers from across health and social care, influential speakers from other industries, practical workshops, small group conversations, 1:1 coaching, community visits and lots more.

The programme content is designed to create an environment of collaboration, trust and freedom. This is an opportunity to get away from the work environment, away from processes and hierarchy, for you to consider the system you work in and how your behaviours can impact change and influence transformation.

## PROGRAMME FOCUS AREAS

- 1. Leadership development**—first and foremost this is a leadership programme so the focus is on developing; skills, mind-sets, tools, methodologies, technical knowledge and shared language which are core to digital enabled transformation.
- 2. Place-based learning**—we'll be working with our local corporate, community and academic organisations as partners for change, to bring the voice of our residents into the heart of the programme, to provide meaningful learning content and the right environment for learning.
- 3. Experiential learning**—the programme has a bias for action so you'll have an opportunity to work collaboratively in small, cross-system groups on real-life digital transformation work connected to Frimley ICS priorities.
- 4. Feeling part of a community**—building the trust and quality of relationships with your fellow participants that will endure beyond the programme.
- 5. Mentoring and coaching** – a group of senior stakeholders from across the system are closing involved in the programme and will provide tailored support to help you maximise your learning.

## WHAT WE EXPECT FROM YOU

- **Attendance** — this is a 5-day programme and you must attend all 5 days in order to maximise the benefits of the programme and demonstrate best value to patients and taxpayers.
- **Participation**—the programme is experiential so we will be looking for high levels of engagement and input on the modules to maximise the learning for all.
- **Pre-work**—in advance of the modules there will be a small amount of pre-work (ted talks, relevant articles, questions for you to consider) which should take no more than 60 minutes per module.
- There is an expectation that going forward you will play an active role in developing, delivering and promoting the work of the Frimley ICS Digital Transformation Programme and become a committed member of the Wavelength Network.

# Who is this for

We are looking for a truly diverse mix of participants to join the programme. By this we mean a healthy balance of:

- **Cross functional**—frontline clinical, operational and digital staff
- **Cross system/cross geography representation** providers, commissioners, community, local authorities and ambulance services from across the Frimley Health & Care ICS
- **Cross hierarchical**—senior and junior, those with 30 years' experience of working in the health and care sector and those with 3 months

We're looking for digital novices as much as those that are digitally savvy. **You do not need any digital experience!** If you're frustrated by technology and the pace of change then we would love you to apply. And if you're a digital champion then also apply.

Ultimately if you're excited about your own personal development, building your network and exploring how technology can deliver better health and care outcomes, then we would love to hear from you!

## PROGRAMME DATES

Module 1 12<sup>th</sup>/13<sup>th</sup> November 2019

Module 2 4<sup>th</sup> December 2019

Module 3 29<sup>th</sup> January 2020

Module 4 11<sup>th</sup> March 2020

## APPLICATION PROCESS

Please email Frimley Academy office on [frimley.academy@nhs.net](mailto:frimley.academy@nhs.net) for an Expression of Interest form which you will need to complete by **12 noon on 28th September, 2019**. You will require the support of your employer. Applications will be reviewed by a virtual panel and successful candidates notified by **mid-October**.

# Delivered in partnership with



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**Thames Valley and Wessex  
Leadership Academy**



# Wavelength is part of the Frimley Leadership and Improvement Academy

## PROGRAMME DIRECTOR

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## PROGRAMME SPONSORS

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## PROJECT SUPPORT

Avril Brohier

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“In all my experience the small part is finding or inventing the technology. The big part is embedding a culture of always looking for the best possible technology and embracing it. I want to drive that culture change, and I want to work with everyone across the NHS and social care system to embrace the next generation of technology. From today, let’s be clear tech transformation is coming.”

Matt Hancock, Secretary of State for Health and Social Care.

**Frimley Leadership & Improvement Academy**

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