

# Cambridge University Hospitals Leadership Academy

In Spring 2007 the Leadership Department embarked on an exciting initiative designed to dramatically transform the leadership capability of our managers.

Working with the internationally recognised Healthcare Advisory Board we developed a one year comprehensive Leadership Academy specific to the needs of our own Trust.

## Aim of the Leadership Academy:

### To improve and develop leadership expertise throughout the organisation

- ❑ To equip managers with the skills to improve departmental and hospital performance
- ❑ To build a culture of continuous learning and performance improvement
- ❑ To meet our key priorities:  
improving **patient care and safety**;  
improving **clinical efficiency and productivity**;  
valuing and supporting our **people and partners**;  
improving the use of **information systems** and  
improving the **patient experience**

**There are 100 delegates in 2 cohorts and two further cohorts will commence in October 2007.**

62% are in direct patient care posts (doctors, ward managers, senior clinical nurses, radiographers etc)

25% are supporting frontline staff (laboratory staff)

13% are staff who support other functions (corporate functions)



## The Programme:

Workshop modules on a range of skills and competencies enabling delegates to consider wider developments in worldwide healthcare systems and to see how these could be applied here

- ❑ Access to e-learning modules written by Harvard Business School
- ❑ Completion of a service improvement project with outcomes that are directly linked to our priorities
- ❑ Coaching by a director/senior manager/clinical director. Each delegate has regular coaching to help support their project and overall leadership development

## Impact:

**There are over 100 service improvement projects taking place on topics linked to our key priorities such as:**

Developing 5 star patient experience in EAU

Improving attendance for cervical screening

Improving efficiency of the low back pain service

Assessing the benefits of electronic rostering