# **The Royal College of Midwives**

# **Leading for Midwifery Education**

# What is it?

The RCM’s Leading for Midwifery Education is an innovative and transformational six-month development journey for clinically and academically based midwifery educationalists who want to develop and apply their leadership skills in a positive and supportive environment.

The programme will enable participants to gain personal insights and develop practical leadership and management skills to deploy at work. Participants will develop their understanding of ‘self as leader’ through exploration of key elements of contemporary thinking, based on the principles of emotional intelligence and authentic and compassionate leadership.

The programme is based on learning through four key modules:

* Module 1: Leading Self – who am I?
* Module 2: Interpersonal Leadership – how do I engage with others?
* Module 3: Leading Change – how do I understand and lead change?
* Module 4: Team Leadership – how do I understand and lead teams?

# Programme Structure

The programme is undertaken over a six-month period, and includes the following elements:

* Attendance at four one-day workshops, the content of which is based on each of the four module themes;
* Online activity using the RCM’s i-learn platform, including guided learning prior to each workshop, interaction with a discussion forum, and reflective writing via the RCM’s i-folio platform;
* Development of a personal workplace improvement project, with guidance from the course tutors and a workplace mentor;
* One-to-one coaching, via either the RCM or a workplace coach, designed to support learners in exploring their wider development beyond the life of the programme;
* An Insights Discovery personal profile: the Insights Discovery system uses the language of colour to describe personality preferences, and through this to examine individuals’ personal style, reactions to situations, and behaviours at work.

# What is the time commitment demanded by the programme?

The programme will require a significant investment of time and energy:

* The online guided learning will demand approximately 45 hours of your time over six months;
* Attendance at four one-day workshops, each of which will require pre-workshop preparation;
* Engagement in four to six hours of coaching, delivered face-to-face or via remote communication according to preference and feasibility;
* Participants will be working on their personal workplace improvement project over the six months of the programme.

# What are the conditions for registration?

Places on the programme are limited, and applicants will need to demonstrate:

* Sponsorship of their head of department/line manager to attend all four modules of the programme and a clear commitment to be released for the four study days;
* A thirst for self-development and an aspiration to develop understanding of leadership in midwifery education roles;
* A commitment to investing significant time in completion of the self-directed and project-based learning;
* Identification, and agreement from the head of department/line manager, of a workplace improvement project to be developed throughout the programme;
* Identification of a mentor from within the local trust/university who will support learning throughout the programme. The identified mentor may be a senior member of staff in their own department or an experienced leader from elsewhere within the trust/university.

# **Programme dates and venues 2020**

**Venue: The Bristol Hotel** Prince Street, **Bristol**, BS1 4QF

**Workshop dates:** 13th May, 11th June, 14th July, 8th September

**Cost:** £350+VAT

**How do I apply?**

You must be a RCM Member to join this programme, and you can book your place through the RCM website: <https://www.rcm.org.uk/rcm-events/>

If you have any queries, please email leadershipevents@rcm.org.uk