

Improvement Leader Fellowship Programme 2018

Frequently Asked Questions

How long is the programme?

The programme will run for 12 months.

How much time will I be expected to give to the programme?

Fellows will be asked to attend an initial 2 day induction to the programme, and thereafter a monthly fellowship meetings, these usually run 9am to 5pm in venues around northwest London. Fellows are asked to set aside time equivalent to 1 day a week to their project whilst on the fellowship. In reality many past fellows have been unable to do this one day a week and have blocked this time, working a few days a month on the project fitted around their other commitments. Many fellows have undertaken work based projects where they are completing their project as part of their work, e.g. improving an aspect of their service; hence their project time is often interwoven with their work time.

Will doing the fellowship interfere with my work?

The fellowship is a work based learning programme and is not designed to take time away from the workplace but to enhance a fellow's contribution to work and the workplace.

How does the programme run? Face to face or is there remote teaching?

The fellowship is initially conducted primarily through face to face teaching time, there are no webinars, but each fellow has a mentor and that mentor may choose to come out to the workplace for a meeting, meet via Skype or meet the fellow before or after a monthly meeting.

Will I be expected to do work outside of the teaching sessions?

Fellows are also encouraged to work in their own time outside the monthly fellows meetings to read further on their chosen area, to conduct their own independent study work to prepare for their project.

What support will NIHR CLAHRC NWL provide for me during the fellowship?

Beyond the induction and monthly meetings programme, fellows also are assigned a mentor who meets regularly with you. This person offers support and coaching to help you to develop your project and can also offer expertise, or sign post you to the best sources of expertise within CLAHRC to help you achieve the best outcome for your project and fellowship. You will also have the opportunity to meet and talk with the wider CLAHRC team at each collaborative learning event (4 per year).

My line manager is concerned about the amount of time this might take and the impact on the service; is there any flexibility within the programme for my work shifts?

To be very frank, the amount of time a fellow gives to their project can be very variable according to their topic area and the level of complexity involved in the project – this is your choice and can be driven by you. There is certainly scope within the fellowship for negotiation between line manager and fellow regarding what time commitment can be afforded and in what pattern (day a week, 4 days a month, 1 week of every 6 weeks, etc.). This is something you can discuss with your line manager as you apply.

Where can I find more information on the NIHR CLAHRC NWL themes?

You can find more information on the CLAHRC themes and future plans on the website here <http://clahrc-northwestlondon.nihr.ac.uk/what-we-do/learning-and-development/fellowship> . You can also see videos describing the CLAHRC programme and our work here: <https://www.youtube.com/channel/UCHZL7WE9P0gZIsBSTKLUH9Q>

What outputs will be expected at the end of the fellowship?

Fellows are asked to produce a clear output from their fellowship. This output is intended to be of benefit to yourself, your organisation and your career. Such outputs might include publication(s), conference presentations, publication of an internal report, service improvements, an education package developed etc. During the fellowship, fellows will be invited to display their progress at fellows meetings, collaborative learning events, and be encouraged to demonstrate their progress and disseminate their outputs locally within their organisation.

What can I expect after the fellowship? What have other fellows done?

The fellowship is about developing you, your leadership skills and your capacity in quality improvement. We hope fellows will go on to use the knowledge gained during the fellowship to continue to lead service improvement. Over the past 7 years 108 fellows have passed through the programme. Previous fellows have gone on to further study (e.g. PhDs, masters), some have published (papers, conferences) and a few have won grant funding to continue their work improving services in the local health sector. Many continue to work in their service and continue to work to improve services on a day to day basis.