

Leading Strategically Programme 2024

Guidance notes for applicants





The Queen’s Nursing Institute works to support and develop new and best nursing practice and innovation in community and primary care.

Through this support, we want to ensure that people receive the highest standard of care. This has always been the highest priority and the Queen’s Nursing Institute firmly believes in working in partnership with nurses to achieve its overall objectives.

This leadership programme is open to Queen’s Nurses (and in some special cases non Queen’s Nurses - see below) working in a community or primary care setting, including the charity or independent sector. The areas of practice may include, but is not limited to, nurses working in district nursing, general practice nursing, community children’s nursing, learning disability nursing, community matrons, community mental health, health visitors, school nurses, specialist nurses working in the community, inclusion health nurses, care home nurses and all adult social care and nurses working health and justice services.

The programme

This nine-day residential leadership programme (3 residentials over a time frame of 6 months) is designed to grow and develop participants into future senior leaders. The scope of the programme will be to embrace new ways of leading, managing and delivering community services.

The programme themes are:

- ✦ Community nursing and primary care
- ✦ Leading a culture of kindness and compassion within health and social care settings
- ✦ Leading transformational change and building inner strength for you and for your teams
- ✦ Strategic thinking to enhance efficiency and productivity, whilst working within constrained budgets and resources.

Funding

The leadership development of the QNI Strategic Leaders programme is enthusiastically supported by our sponsoring partners, The National Garden Scheme and NHSE/I, who have agreed to fully fund this innovative programme.

NGS Funding is available for up to 12 Queen’s Nurses to participate in the programme with other funding sources available from NHSE/I that may be eligible for Queen’s Nurse and in special cases non-Queen’s Nurses to apply. We actively seek to ensure that all our programmes have an equitable representation of the whole nursing workforce, and we welcome applications from diverse backgrounds.

Although the programme is fully funded, it does exclude travel costs and any additional accommodation costs that you may incur due to your personal travel arrangements.

Are you eligible to apply?

- ✦ You need to be a Queen’s Nurse to benefit from the NGS funded places.
- ✦ You have contacted the QNI Leaders team, and you have been advised that you are eligible to apply for a NHSE/I or other funded place.
- ✦ You must be currently working in or have influence in a community or primary care setting or adult social care.
- ✦ You must be currently working at a strategic level as an Executive, Deputy, Associate or Assistant Director or equivalent role **and** can demonstrate strategic thinking and working within your role.
- ✦ You must have input and influence at board level within your organisation.
- ✦ You must have a letter of support from your manager.



Selection criteria

Your application must demonstrate the following:

1	2	3	4	5	6	7
Determination to deliver high quality community nursing care.	Motivation and enthusiasm to participate in the programme.	Insightful attitude to learning.	Insight into self and own abilities	Individuality and ability to have an independent opinion.	Ability to push boundaries and independently problem solve.	Innovative, creative, and dynamic ways of thinking.

You cannot apply:

- If you are **not** a Queen’s Nurse for the NGS funded places and you have been advised by the QNI leadership team that you are not eligible for any other funded places. Please email qnileaders@qni.org.uk with any queries.
- If you do **not** have the support of your line manager
- If it’s **not** your intention to remain in an Executive, Deputy, Associate or Assistant Director or equivalent role where you can influence strategy.

Application

Please ensure that you complete all sections of the online application form before you submit it. As the application form is quite long, we recommend you prepare the answers to some of the questions beforehand. The list of the questions is available at the end of this guidance.

Please note that you will also require to attach the letter of support from your line manager to the online application form in PDF or JPG format, so please make sure you have it before you start the application. It is expected that your employing organisation will release you to attend the programme and a letter of support from your manager must confirm this.

When completing the online application form, you will be able to save it and continue later. If you choose this option, the system will generate a link that will allow you to return to the form later. Please make sure you save the link as we won’t be able to provide it to you. The link will be available on the screen after clicking “Save and continue later” button. You will also be given an option to send the link to your email address. If you don’t receive the email in your Inbox, please check your Spam/Junk folder.

Once you submit the online application form, you will receive an automatic email from us with a PDF copy of your application. If you don’t receive the email in your Inbox, please check your Spam/Junk folder.

If you have any questions, please contact us on qnileaders@qni.org.uk.

Closing date

The closing date for applications is **Sunday 17th November 2024 at 11.59pm.**

Late applications will not be considered.

Selection Process

All completed applications received by the closing date, as above, will be reviewed by an internal assessment panel. We will let you know whether you have been shortlisted the week commencing **Monday 25th November 2024.**

Formal interviews for shortlisted applicants will take place online on **10th and 11th December 2024.**



Commencement of programme

Duration of programme is over six months and there is a requirement that you must attend all the residential sessions.

Induction	Residential 1	Residential 2	Residential 3
19 December 2024 (2 hours online meeting)	21 - 23 January 2025	15 - 17 April 2025	24 - 26 June 2025

Programme Delivery

This programme will be delivered utilising a variety of different methods including presentations, facilitation, online workshops, lectures, group work including simulation and visits. These are intended to provide exposure to different ways of thinking and learning and to expand the ability to embrace and think creatively. It is an expectation that participants will receive all experiences as an opportunity to learn and stimulate reflection to develop skills further as a nurse leader. All successful (based on full attendance) participants are invited to receive their certificate of achievement at the QNI Awards Ceremony following completion of the programme.

Mentorship

All participants are mentored to assist with their development as a leader in an organisation and their ability to lead others. The main role of the mentor is to assist the participant to focus on their professional career aspirations and development. Mentors are prepared and supported by the programme team and provided with a mentor handbook. If you have any queries on any aspect of your application, please do not hesitate to contact us at qnileaders@qni.org.uk.



Application Questions

- 1** Full name
- 2** Work email address
- 3** Mobile
- 4** Telephone (work)
- 5** Telephone (home)
- 6** Are you a Queen's Nurse
- 7** If you are not a Queen's Nurse have you checked with the QNI leadership team that you are eligible to apply?
- 8** Postal address
- 9** Job title
- 10** NMC registration pin
- 11** Name and address of current employer
- 12** Current role (summary of your current responsibilities)
- 13** Professional qualifications
- 14** Academic qualifications
- 15** Have you been working in a community setting for a minimum of five years?
- 16** Do you spend at least 50% of your time working in the community?
- 17** Are you a subject of any disciplinary proceedings?
- 18** Are you under investigation by the NMC or employing organisation?
- 19** Employment history (over last five years). Brief details of to and from dates including any gaps, the employing organisation and job title.
- 20** Continuing professional development (including previous leadership programmes that you have attended within the last five years).
- 21** Other relevant experience/activities or business ventures (details of any other activities either within or outside work that may demonstrate your leadership aspirations e.g., school governor, Trustee or Non-executive director).
- 22** Personal statement. This is your opportunity to talk about your career aspirations as a future community nurse leader (200-300 words).
- 23** Where do you see yourself in 3-5 years? This is your opportunity to talk about what you do that illustrates that you are ready to embark on a leadership programme for this strategic level of nurse (100-150 words).
- 24** What is your preferred leadership style? This is your opportunity to talk about your values and how they influence your understanding of leadership (200-300 words).



The Queen's Nursing Institute
1A Henrietta Place
London W1G 0LZ

020 7549 1400
mail@qni.org.uk

www.qni.org.uk

Charity no: 213128
Patron HM The Queen