**The Royal College of Midwives**

**Leading for Maternity Improvement Programme**

**What is it?**

The RCM’s Leading for Maternity Improvement Programme is an innovative and transformational six-month development journey for band 7 and aspiring band 7 midwives 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 maternity 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;
* The opportunity to receive a Certificate of Endorsement or Development from the Institute of Leadership and Management on completion of the programme.

**Programme Accreditation and Cost**

The programme is accredited by the Institute of Leadership & Management. This is included in the programme cost, which is £350+VAT.

**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 maternity 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 the Head/Director of Midwifery 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 roles;
* A commitment to investing significant time in completion of the self-directed and project-based learning;
* Identification, and agreement from the Head/Director of Midwifery, of a service improvement project to be developed throughout the programme;
* Identification of a mentor from within the local trust/health board who will support learning throughout the programme. The identified mentor may be a senior midwife within the unit or an experienced leader from elsewhere within the trust/health board.

**Programme dates and venues**

**Park Regis** 160 Broad Street, Fiveways, **Birmingham**, B15 1DT

 4th November 2020; 10th December 2020, 13 January 2021 (the Studio Birmingham), 23 February 20201

**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