

CASE STUDY: SYSTEM LEADERS PROGRAMME

MERSEY CARE NHS FOUNDATION TRUST

Context: We were commissioned to deliver a System Leadership programme for senior leaders as part of their talent management offer. The programme was developed to support leaders navigating significant transformation across all the systems they work within with a focus on developing a wider system perspective.

What We Did: This was a six month blended programme using current research and thinking on system leadership. We took an 'allyship' approach, and created a programme of workshops and action learning sets so peers could embed their reflections and learning within their leadership practice. The programme is under-pinned by the North West Leadership Academies Systems Leadership Framework, which was used both as a reflective tool and to measure success and impact.

Impact:

- **100%** of participants' post-assessment systems leadership behaviours scores improved from their pre-assessment reflections.
- Across the areas of 'Leading and Visioning' and 'Delivering' there was a **70%** increase in scores.
- Over **25%** of delegates have been successful in applying for more senior roles within the organisation.



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I'm now more confident being vulnerable with others alongside learning to trust myself again. The understanding of my relationships, systems leadership and how I can work to affect change positively. I'm also mindful of looking after myself more too.
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The biggest shift for me was seeing the wider picture and how to acknowledge and celebrate the skill set I have and how it benefits my team.
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Participants

For further details about this piece of work, or to discuss how we can support you, please get in touch:



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