**Syndeo: a leadership programme for Band 7 midwifery leaders**

Improving quality and safety in maternity through compassionate and courageous leadership development

**The Syndeo programme**

The Syndeo: A leadership, behaviour and quality improvement development programme has been designed with the Royal College of Midwives and Enono for **Band 7 midwifery leaders** who have clinical operational and leadership responsibilities. This programme will help you to connect better with yourself, your team, your colleagues and to grow healthier workplace cultures. This programme does this by using various internationally recognised products, theories, and frameworks to include the Five Behaviors™ of a Cohesive Team and Everything DiSC® Workplace Profile Assessment. For more information about the two key products [click here - The Five Behaviors video](https://protect-eu.mimecast.com/s/hzTeCn5lKfzVKxF94ide?domain=bcove.video) and [click here - Everything DiSC video](https://protect-eu.mimecast.com/s/fgrdCo2mLsMmB8fzb4ee?domain=youtube.com)

**Why should Band 7 midwifery leaders participate in the programme?**

In light of the findings from the Ockenden (2022) and Kirkup (2022) Reports, leadership is critical in the modern NHS. Band 7 leaders such as labour ward coordinators and team leaders have a key position in maternity services to support and foster positive workplace cultures and ensure safe and effective care delivery within their teams. Cooperation lies at the heart of human lives, society, and our workplace from day-to-day interactions to some of our greatest personal and workplace endeavours.

**The programme will focus on four key learning and development topics:**

**1. Behaviours:** gaining a greater appreciation of self and others by identifying self-behaviours as leaders– seeing yourself and how others see you and the impact on workplace culture. Think about what compassionate and courageous leadership means to you and how you do this in complex, competing, and high-pressure systems.

**2. Communication:** challenging conversations with colleagues and families (including escalation, and challenging workplace behaviours). What is the impact of human factors and complex systems management? Start to appreciate each other’s priorities, and what motivates them. Communicating effectively with our teams by appreciating each other’s needs, fears, limitations, and associated behaviours with strategies to better connect so we can love what we do and why we do it. Build trust on an emotional vulnerability-based level through the use of a common language and consciously adopt healthier workplace behaviours.

**3. Politics:** identifying how services are shaped and managed and the importance of visibility in these spheres –how can Band 7 leaders contribute and engage in the development and improvement of safe maternity services?

**4. Improvement for quality and safety in maternity:** develop and strengthen your quality improvement network and enhance quality improvement in your organisation with support to implement a quality improvement project and feedback outcomes through the RCM.

**Syndeo programme outline**

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| **Dates** | **Day 1** | **Day 2** | **Day 3** | **Day 4** | **Day 5** |
|  | Virtual09.30-12.30 | Face to Face09.15-16.00 | Virtual 09.30-12.30 | Face to Face09.15-16.00 | Face to Face09.15-16.00 |
| **London****Cohort 1** | 4 March | 11 March | 15 April | 23 April | 13 May |
| **London Cohort 2** | 5 March | 12 March | 16 April | 24 April | 14 May |
| **Manchester****Cohort**  | 6 March | 19 March | 17 April | 30 April | 21 May |
|  | **Session 1:**Introduction to quality improvement and working in a political arena  | **Session 2:**Self-discovery & Getting to Know Each Other Better **Session 3:** Introduction to The Five Behaviors™ and Building Vulnerability-based Trust  | **Session 4:** Courageous Conversations  | **Session 5:**Engaging in Healthy Conflict Around Ideas**Session 6:**Commitment to Decisions | **Session 7:**Accountability and Focus on Achieving Collective Results **Session 8:** Gratitude and One Conscious Circle |

*Refreshments and lunch will be provided during all face-to-face programme delivery days.*

**Programme commitment**

It is imperative for all participants to **fully engage in the programme** to include sharing workplace relationship experiences and being an authentic, inclusive, and compassionate leader.

As part of your application, you will be **asked to identify a simple quality improvement (QI) idea** that you will develop through the course of this programme. You will need to speak with your line manager about your idea so they can support you to develop this in your clinical area. You may wish to look at a change in practice/behaviour/policy in your clinical area which may enhance culture/safety/quality in the workplace.

**Four weeks** prior to day 1 of the programme there is an expectation for each midwife to:

1. Complete the Everything DiSC® Workplace Assessment Profile. It will take 30-60 minutes to complete.
2. Complete a learning needs survey. It should take no more than 10-15 minutes to complete.
3. Complete a short survey regarding an allergies or dietary requirements you may need.

**Two weeks** prior to day 1 of the programme it is expected that you will:

1. Sign up to the RCM i-learn platform.
2. Watch pre-programme videos and read resources uploaded for each day/session.

**Prior to each programme day/session** there is an expectation for each midwife to:

1. Visit the RCM i-learn platform to read/access useful resources in time to fully participate in the programme.

A link for all of the above will be sent to you when your place on the programme is confirmed.

Protected time is required to complete the above expectations of the programme and to effectively develop and implement a quality improvement project in your work area. Once you have completed the programme, the RCM will support opportunities to showcase your work at RCM events or publications. There will be support from the RCM team to help you with this, should you wish to showcase your project.

**Are there any considerations I should consider before applying for a place?**

It is imperative for you to speak with your line managers about the programme and the time commitment involved. We highly recommend that you discuss the support you may need from your line manager to **develop your quality improvement project** **during, outside the programme day/sessions, and after the programme.**

**Terms and conditions**

***All aspects of the course must be completed to receive your certificate. You will not be able to switch between cohorts and you cannot give you place to another colleague in your workplace.***

***If accepted, you will have 30 days to provide a pdf of a purchase order for the full fees or request an online link to pay by credit card. Full payment must be received no later than 30 days prior to the course. Failure to do so means you place will be forfeited.***

***Should you need to cancel your place, 31 days’ notice from the course start date in writing is required for a full refund.***

To complete our online application form, please use this link <https://forms.office.com/e/fuAz1nD3KU>

for any questions about the programme please email us at events@rcm.org.uk

**Application deadline: 22 December 2023 by noon**

**Delegate place confirmation (sent by email): 9 January, 2024**

**Costs: £650 + VAT for RCM members and £775 + VAT non-members**