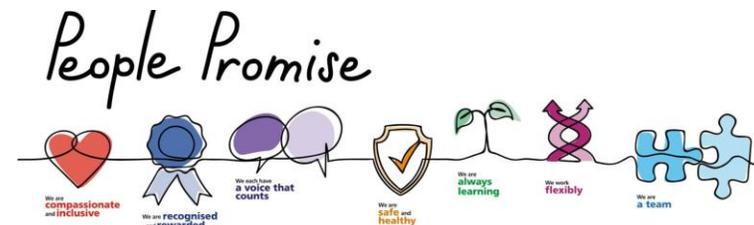


Team Development Programme

Additional information



Programme Outline

Activity	Participant(s)	Location	Time commitment
1:1 Leadership coaching	One nominated leader	Teams or face to face	1 hour
Team workshop 1 (tailored interactive development workshop)	Whole practice team	At your practice location (or an alternative local space if required)	Up to 3 hours
Group leader session (opportunity to share insights, successes and challenges with peers)	Practice Manager and Partner	RTC business park, London Road, Derby DE24 8UP	4 hours
1:1 Leadership coaching	One nominated leader	Teams or face to face	1 hour
Team workshop 2 (tailored interactive development workshop)	Whole practice team	At your practice location (or an alternative local space if required)	Up to 3 hours
Group leader session (opportunity to share insights, successes and challenges with peers)	Practice Manager and Partner	Online Teams call	2 hours
Team workshop 3 (tailored interactive development workshops)	Whole practice team	At your practice location (or alternative local space if required)	Up to 3 hours
1:1 Leadership coaching	One nominated leader	Teams or face to face	1 hour



Team workshops 1, 2, 3

Your Team workshops will cover all three categories 'Self', 'Leadership' and 'Team', and can be delivered in any order, the specific content of the 3 workshops will be tailored to the needs of your practice, which will be discussed and determined during your consultation with us at the Hub+.

To support with the programme's 'Team workshop delivery', we will also be referring to other learning resources. These resources will support various learning styles and can be used for self-paced learning, supplementing the formal training which can offer deeper insights, and provide ongoing development tools for you and your team, that you can use alongside your time on the programme and beyond.

Self

This content area aims to equip learners with essential self-awareness to thrive personally and professionally. By exploring areas such as values, personality types, colour psychology, and strengths, participants will gain deeper insights into themselves and others.

There is opportunity to refine active listening, coaching conversations, and emotional intelligence to enhance communication, build stronger relationships, and lead with confidence

Ultimately, this content area aims to empower individuals to align their priorities, maximise their strengths, and navigate challenges with greater self-awareness and impact.

Leadership

This content area aims to help learners explore the dynamic relationship between leadership and management, understanding their differences and how they connect.

Participants will gain insight into their personal leadership brand and its impact on their team, while leadership traits and styles will provide a deeper understanding of how they lead.

By exploring situational leadership and the context of leadership in general practice, learners will develop the skills to adapt their approach and lead with confidence, clarity, and influence.

Team

This content area aims to equip learners with the skills to build strong, resilient, and high-performing teams. By exploring key elements of this content area participants will learn how to foster a positive and inclusive team culture.

Understanding motivators, conflict resolution, and courageous conversations will aim to enhance collaboration and trust, empowering teams to navigate challenges effectively, embrace change, and communicate with clarity and impact.

Group Leader sessions

Collaborative Learning & Action

Group Leader Sessions will bring together all Practice Managers and Partners from the programme cohort, creating a dynamic space for shared learning and problem-solving. Through action learning sets, participants will exchange ideas, feedback, successes, and challenges while posing questions to one another in a supportive environment. These sessions foster collaboration, peer support, and fresh perspectives, helping leaders refine their approaches, drive meaningful change, and strengthen their impact within their practices.

1:1 Leadership coaching

Our 1:1 Leadership Coaching is a tailored development opportunity designed to support a nominated leader from each practice in enhancing their leadership effectiveness. Delivered by our team of qualified coaches, this coaching programme provides a confidential space for leaders to explore challenges, develop key leadership skills, and gain new perspectives to drive personal and professional growth.

- **Personalised Approach** – Each coaching relationship is tailored to the leader's unique needs, challenges, and goals.
- **Experienced Coaches** – Our team of qualified coaches bring expertise in leadership development and the primary care environment.
- **Flexible Format** – Coaching sessions will be scheduled at mutually convenient times, ensuring minimal disruption to daily responsibilities.

The Hub Plus – what will we do?

Our team will:

Create a safe, inclusive and non judgmental environment.

We will take the time to understand every practice team and their needs and tailor the programme accordingly. We will facilitate effectively, manage group dynamics, keep the focus on development, and ensure practical application by providing tools and frameworks.

We will engage in active listening, provide constructive feedback, and offer follow up support and resources.

By encouraging accountability the trainer will maximise the impact the development programme will have on the team development.



Practice Leader – the ask of you

1. Champion the development programme:

Promote the importance of the development programme, encouraging team members to fully engage and take it seriously. Lead with enthusiasm and a positive attitude toward learning, showing the team that development is valued and integral to success.

2. Provide vision and clarity:

Help the team understand how the skills and knowledge gained from the programme align with broader organisational objectives and people's roles, clarify the goals and what success looks like.

3. Create a supportive learning environment:

Create an environment where team members feel comfortable asking questions and making mistakes as part of the learning process.

4. Remove obstacles:

Be proactive in identifying and addressing any barriers that might hinder team members' ability to fully participate in the development programme, such as workload, time constraints, or other obstacles.

5. Coach and guide the team:

Offer support, guidance and encouragement, feedback to team members as they go through the programme and help team members identify opportunities to apply their newly gained skills at work.

Time commitment needed from you over the 6 months programme: c25 hours



Practice Team – the ask of your team

Active participation

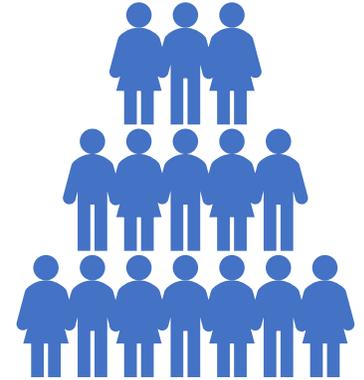
Practice team members are expected to actively participate in all team learning workshops. This includes showing up prepared, being present, and contributing to discussions.

Collaboration

Practice team members should work collaboratively, supporting one another in the learning process. This can involve sharing insights, giving constructive feedback, and encouraging others.

Ownership of growth and development

Practice team members are to all take ownership of individual and team growth, maximising learning and being accountable for applying the knowledge gained will contribute to the overall success of YOUR team.



Time commitment needed over the 6 months programme: c10 hours



Actions and next steps

1. Please ensure that both Practice Manager and the Partnership agree that participating in this programme is the right approach for the practice and aligns with its goals.
2. To make the most of this opportunity, effective planning and commitment from the practice leadership team will be essential. Please protect time for **three QUEST sessions over the next 6 months**. The specific dates of these sessions should be chosen through discussions with your team to ensure alignment with other commitments and practice needs.

Practice Contribution:

- We are pleased to offer this programme at a heavily subsidised introductory rate of £1,200 (for practices of 50 staff or less) made possible by The Hub Plus and supported by GPPB. The actual cost of delivering this programme is over £4,000 per average practice size and we are asking for just 30% contribution. (Please note: we will provide a bespoke quote for those practices with over 50 staff members, as the number of facilitators will need to be increased).

Key Details:

- **Commitment:** Practices will sign a Memorandum of Understanding (MOU) to confirm participation. Non-adherence to attendance commitments will result in additional charges to cover resource costs.
- **Priority:** Applications are welcomed from practices who meet one or more of the following criteria:
 - Practice leaders who have not participated in recent development programmes or have had little to no prior leadership training and coaching.
 - Practice teams who feel they would benefit from personal development and the opportunity to work together as a team, fostering self-awareness and building a more effective, cohesive dynamic.
 - Practice organisations who has had significant changes in staffing including new practice leaders and managers, who want to have additional support and focus on leadership and team development.

If your practice is interested in this exciting opportunity, please get in touch, confirming that you can commit to protecting the time for you and your team and are happy to proceed with the associated cost £1,200 (for practices with 50 staff or less).

(Please get in touch for a bespoke quote for a practice with 50+ staff members).