

AHP Leadership Placements:

What works?

Embedding multiple practice-based learning strategies within a novel leadership placement for pre-registration physiotherapy students.

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Background

As the number of AHP degree programme places increase, to meet workforce demands, expansion of placement provision is required. Leadership placements are increasingly recognised as fulfilling the HCPC standards of proficiency providing the necessary graduate skills. The CSP & RCOT (2022) principles of practice-based learning champion, flexible, appropriate and supportive models of supervision and delivery.

Aims

1. Trial and evaluate the framework for AHP leadership placements models in non-clinical settings, Drawing upon the HEE guidelines published in 2022.
2. Demonstrate proof of concept for employing learning strategies in this setting.
3. Create new placement capacity within the system.

Leadership & Project Theory

NHS Leadership Academy: Edward Jenner
 NHS Elect: Intro to Project management
 Fundamentals of QI
 Principles of change management
 Measurement for change
 Presenting data effectively

Experiential

Exposure to regional strategic and operational meetings
 Opportunity to chair internal and stakeholder facing meetings
 Attend and contribute in online and in person conferences
 Individual project workstreams including PID generation
 Regular presentations culminating in delivery at regional events
 Internal and stakeholder networking

Coaching

GROW peer to peer group coaching sessions
 1:1 individual supervision at least weekly
 Coaching style feedback for project development tasks
 Group reflective sessions with educators
 Exit interviews
 Multiprofessional AHP learning and reflective opportunities.

Evaluations

Modified Leadership Self Evaluation Survey

ID	Pre	Post	% change
1	67	72	7
2	30	69	130
3	32	57	78
4	37	60	62
Combined	166	258	55

I am now confident having a conversation with senior people and new members of the team

Learning to listen rather than offer solutions has been especially important

Helpful in career and growing as a person in life

Exit interview feedback

Being around all the people at NHSE and exposure to seeing the bigger picture

Also understanding that opinions may not be right or wrong but are always valuable

This placement is futureproofing for the skills that might be needed in the future and the leadership skills

Next steps identified from the student self evaluation:

Future cohorts scheduled for Autumn 23

Areas identified as lowest growth in self evaluation to be targeted:

- I actively seek opportunities to learn and develop
- I focus myself and motivate others to ensure change happens
- I challenge behaviours, symbols & rituals which are not consistent with the vision

