

Well-led



Well-led is a practical leadership development programme aimed at registered managers and other managers currently working in adult social care services.



The programme is delivered through four interactive modules covering the objectives below:

- develop a clear understanding of what well-led looks like in a care setting
- develop a clear understanding of how leadership strategies and techniques can be used to transform services and improve the quality of care
- develop the confidence and skills necessary to lead services in an increasingly complex and challenging context
- develop clear goals and commitment to improve your personal leadership effectiveness
- learn from the experience of others by working with them in a range of collaborative learning activities and networking opportunities.

How it helps managers

Well-led is a national development programme for both new and experienced managers of adult social care services.

This learning programme is grounded in the reality of social care delivery and was developed in partnership with managers familiar with the day-to-day challenges of leading a care team. The programme is underpinned by models of leadership that can be practically applied to deliver change and promote best practice. It was designed to enable leaders to deliver care in line with the expectations of a well-led service.

Well-led will help individuals to develop their leadership and management potential, gain knowledge and be supported and challenged to put this into practice. It includes an emphasis on reflection, helping individuals to learn from their day-to-day experiences and think about how they can do things differently or get better at recognising what they do well.

Unlike undertaking formal qualifications, which can often feel like a solitary process, Well-led connects managers with their peers.

Learners should leave the programme feeling empowered, confident, connected with others and well-equipped to effectively lead a workforce with the right values to provide high quality person-centred care. We've received overwhelming feedback from managers about the difference it can make.

Who offers it?

This learning programme is exclusively available from a number of Skills for Care's [endorsed learning providers](#).

Is there funding available?

Yes, adult social care employers in England can claim up to £500 per staff member on completion of Well-led. Read more about Skills for Care's Workforce Development Fund [here](#).

How long does it take?

The four modules are usually delivered over a four-month period, enabling the learning from each module to be put into practice between sessions.

The programme can be delivered flexibly over four days of normal business working hours, or eight half days, or a different pattern appropriate to delivery choice and/or audience.

Learners are expected to attend each of the four learning and development modules that make up the programme and will only be able to receive a certificate of completion if they have participated in all four modules. There may also be an option to engage in inter-sessional tasks and engagement with other resources provided on the programme.

What others say

Without attending this programme I would never have been able to describe myself as a leader, I feel good being able to say this. Your programme has empowered me, challenged me and made me a better person.



Never have I undertaken a programme that has given such practical examples of how to get the best from my team.

www.skillsforcare.org.uk/Well-led