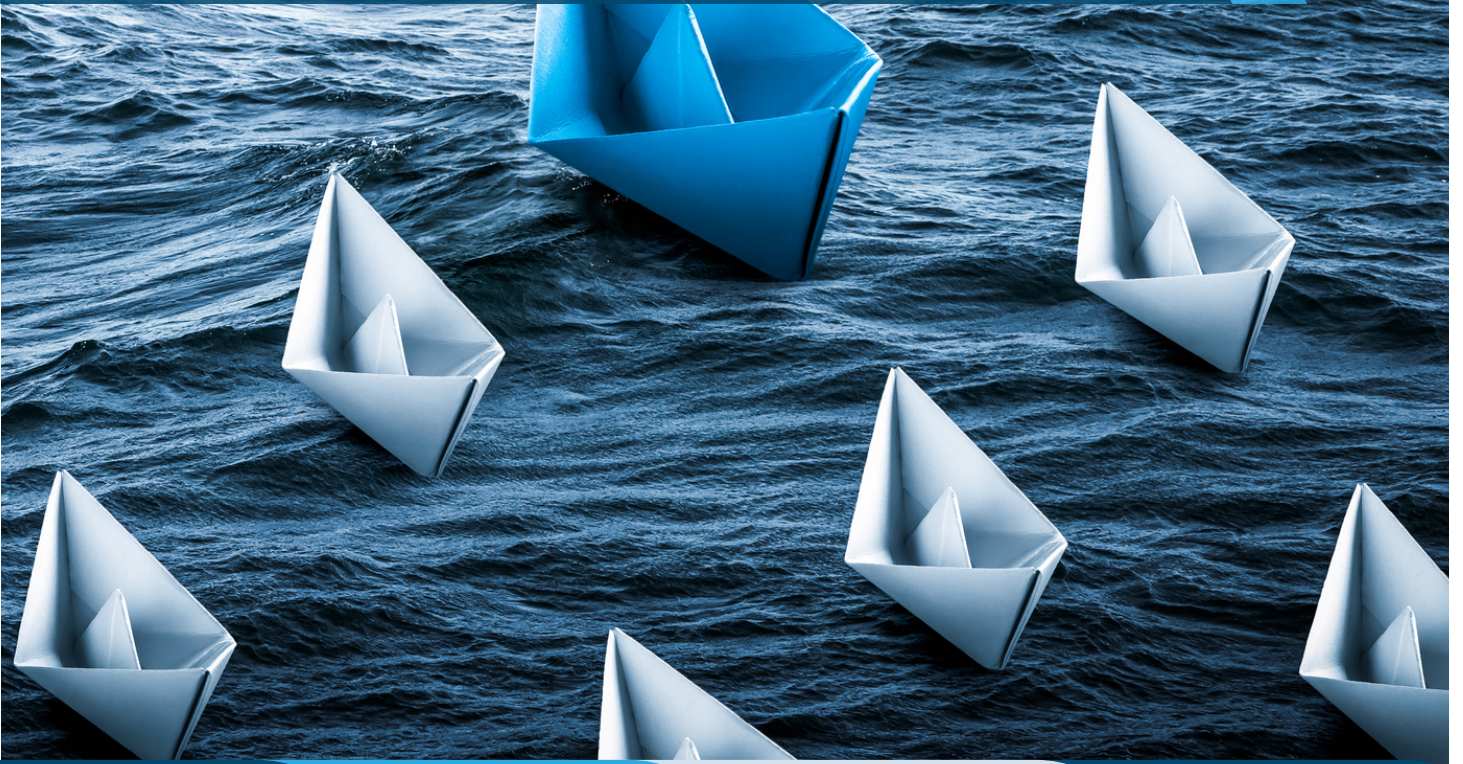


Your Guide To High Performance Leadership Competency Framework



LEARN

ADAPT

CREATE

SHARE



Institute of
Health &
Social Care
Management

IHSCM MEMBER EXCLUSIVE

WELCOME

From the Institute's foundation in 1902, the aim of the IHSCM has been to support and encourage the development of our members. **The High Performance Leadership Competency Framework is a modular approach to professional development** which members can access and engage with as appropriate to their role, interests, and career progression.

The framework focuses on leadership behaviours and skills, consistent with the **IHSCM code of practice**.

All content and events that are part of the framework will demonstrate their points value, and completion of a task or attendance at events will entitle you to collect these points, add them to your e-portfolio, and keep track of your progress.

Every year, you can achieve a Bronze (50 points), Silver (125 points) or Gold (200 points) High Performance Leadership Competency Framework Award.

Me, Myself and I

HIGH PERFORMANCE LEADERSHIP COMPETENCY FRAMEWORK

YOUR exclusive membership development framework

Develop 5 core competencies

- Evidence Your Development
- Attain points & Fellowship

START

Innovation

Workforce

Leadership Excellence

Operational Leadership

Your Guide To High Performance Leadership Competency Framework

Institute of Health & Social Care Management

This is a voluntary initiative that runs yearly from 1st February to 31st January the following year, and we hope you enjoy working towards the 5 competencies:

<https://ihm.org.uk/hpl-dashboard/>

5 CORE COMPETENCIES



Me, myself and I.

Content focused on values, principles and personal development – the internal soundtrack of leadership.



Leadership excellence.

Content focused on boosting trust & engagement, team leadership dynamics, goal setting & fulfilment, mentoring & coaching skills development, mediation, and organisational psychology.



Workforce.

Content focused on monitoring and boosting wellbeing, recruitment & retention skills development, data modelling, training & development, equality, diversity & inclusion, and leading organisational change.



Innovation.

Content focused on boosting innovation processes and pathways, identifying new ways of working, change management processes and techniques, greener care and environmental sustainability.



Operational leadership.

Content focused on means by which our citizens can be best served by health & social care.

HPL POINTS

All our content past, present and future will be attributed HPL points. 1 point per activity is standard, where there is not a points badge attached.

Points are attributed based on the expected length of time to undertake an activity, your contribution by actively participating in events and courses, and the skills you will be developing. Therefore more time and active involvement will attribute more points.

You can find out the points value in advance of undertaking an activity by looking for the badge included in promotional images or the description of the content.



Support and Wellbeing for those living with dementia

Dementia

Special Interest Group Meeting

29th September 2022
13:00PM-14:00PM

We will be joined by **Ben Williams, Senior Project Lead, Care City** to discuss **Health & Care post-diagnostic support for those living with dementia: an ICS view** & **Sarah Waller CBE, Associate Specialist, Association for Dementia Studies, University of Worcester** to discuss **how dementia friendly design can improve the wellbeing of people living with dementia and those that care for them**

REGISTER NOW



IHSCM Round Table: Making Digital Change in the NHS

IHSCM Digital Health and Digital Tech Social Care Innovators Special Interest Groups (Combined) Meeting

7th October 2022
13:00PM-14:00PM
REGISTER NOW



Meet the panel:

- Rachel Murphy ChMC FBSC, Non-Executive Director, Careology
- Katherine Church, Associate, Ethical Consulting & Ideal Health
- Dr Rahul Goyal, CCIO and GP, ADHDS
- Craig Oates, Managing Director, Doctrin
- Issac Theophilos, Owner, Outstanding Care Homes
- Morten Mathiesen, CMO, Sekoia & Chair, IHSCM Digital Tech Social Care Innovators SIG
- June Hall, Chair, IHSCM Digital Health SIG.

We will discuss:

- Integration & collaboration
- How changing the narrative can bring citizen's journey's together
- Positioning Health Management & Social Care

This is a FREE event.



Health Chat

with Richard Meddings and Roy Lilley



22nd September @ 5pm



Members, by attending this meeting, you will obtain 2 High Performance Leadership Competency Points towards innovation and operational leadership

For more info, visit: <https://ihm.org.uk/hpl-dashboard/>

YOUR PORTFOLIO

In collaboration with Health Education & Improvement Wales (HEIW), and Thingi, IHSCM members can create their HPL Learner Record on HEIW's online leadership portal 'Gwella'.

IHSCM Members with an existing Gwella account, can use their existing Learner Record to evidence their progress with the HPL framework.

Use the blue 'Click Here' button to create and access your Learner Record via the IHSCM Members Area:

[**CLICK HERE**](#)

My Learner Record



Are you completing the High Performance Leadership Competency Framework?

Here you can create and access your Learner Record via the Gwella Leadership Portal.

I already have a Gwella Leadership Portal account.

Click the access button below and track your IHSCM competencies as per the guides below:

[Video guide](#)

[Printable guide](#)

[Click here to access your Gwella Account](#)

I want to create a Gwella Leadership Portal account and access my Learner Record via IHSCM.

Click the access button below and track your IHSCM competencies as per the guides below:

[Video guide](#)

[Printable guide](#)

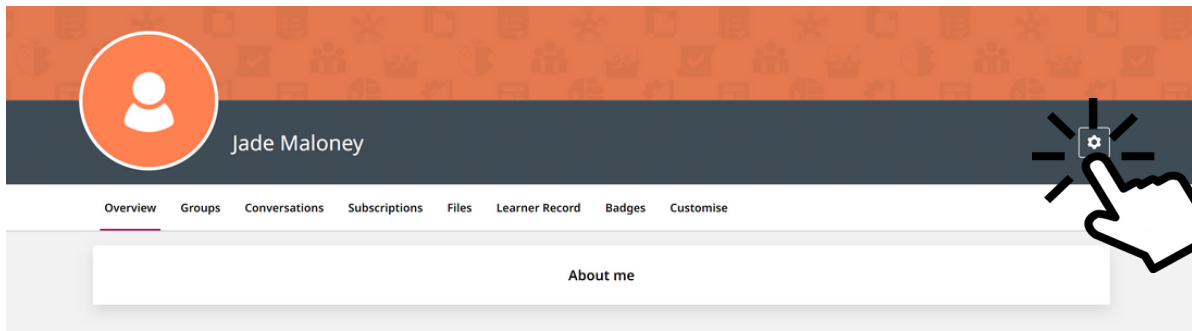
[Click here to access Gwella via IHSCM](#)

Please note, if you create a Learner Record and have not confirmed your participation in the framework with our [Operations Administrator](#), it may be deleted.

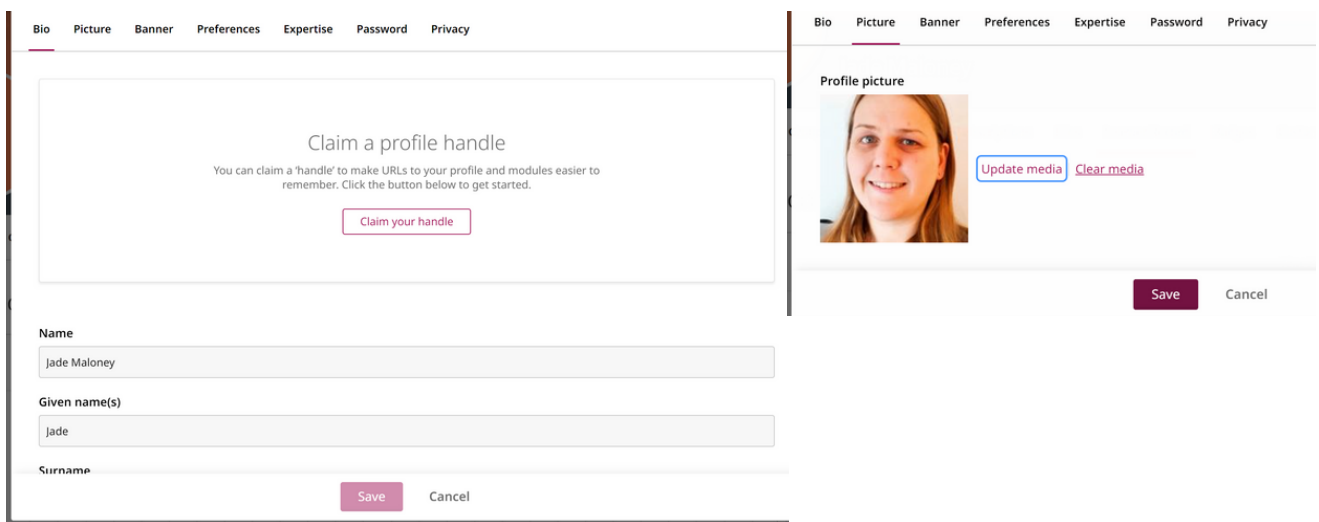
<https://ihm.org.uk/hpl-dashboard/>

YOUR PORTFOLIO

To personalise and update your Learner Record, click on the cog:

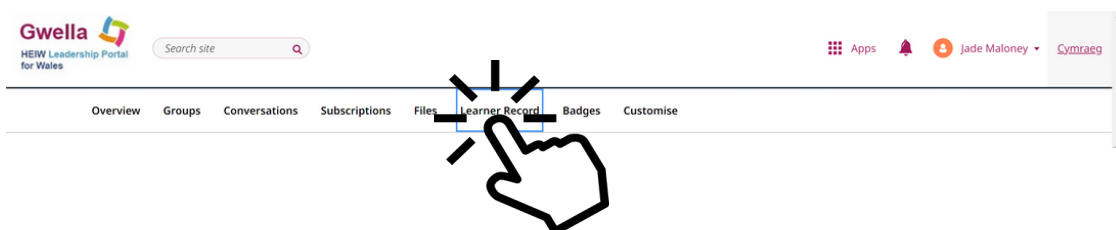


Claim your profile handle to create your unique portfolio landing page that can be shared with your employer and network.



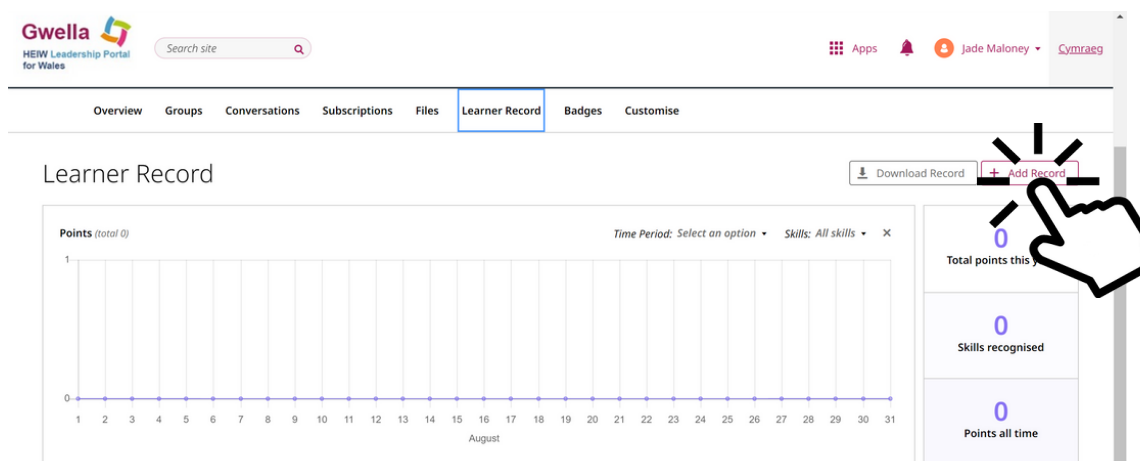
To start logging your learning with IHSCM, please follow the next set of steps:

1. Click on 'Learner Record'.



YOUR PORTFOLIO

2. Click on '+ Add Record'.



3. Type in the name of the event, short course, workshop or podcast you have attended or watched into the 'Title' field.

Then select the date of the activity, the skill learned by selecting from the 'Skill' list, how many HPL points you have attributed for attending or watching, and upload your certificate of attendance or completion where issued to aid verification by admin*.

Title
Example

Date of activity
23/09/2022

Skill
Me, Myself & I - Personal Development

Points
1

Comments (Optional)
Add a comment

Evidence
Accepted file formats: .pdf, .doc, .docx, .png, .jpg, .mp4, .pptx
Drag and drop a file or click here

Add Skill

- ☐ Me, Myself & I - Values and Principles
- ☐ Me, Myself & I - Personal Development
- ☐ Leadership Excellence - Building Trust and Engagement
- ☐ Leadership Excellence - Bringing the best from our followers
- ☐ Workforce - Dynamics and Collaboration
- ☐ Workforce - Health and Wellbeing
- ☐ Workforce - Recruitment and Retention
- ☒ Workforce - Equality, Diversity and Inclusion
- ☐ Innovation - Change Management, Processes and Techniques
- ☐ Innovation - Greener Care and Environmental Sustainability
- ☐ Innovation - Practical Skills & Techniques
- ☐ Operational Leadership - How to best serve our citizens across...
- ☐ Operational Leadership - Management, Development and Implementation

Confirm **Cancel**

Each event must be entered separately into the learner record; multiple dates with totalled up points will not be verified.

*Admin are members of the IHSCM team who will review your Learner Record on a monthly basis. Only activity undertaken between 1st February and 31st January each year towards the HPL Awards will be approved to count towards the HPL Awards.

YOUR PORTFOLIO

4. Please save the record when you have completed all fields to ensure this is added to your profile. By adding more records to your portfolio, you will be able to visually see your progress increase over time. Your record can then be shared with your employer and viewed by members of the IHSCM Team to track your achievements toward the HPL Bronze, Silver and Gold Awards.

Your profile should now look like the example below. To view a record of your learning in text form, please click on 'Record Submissions' when on your portfolio.

The screenshot shows the Gwella HEW Leadership Portal for Wales interface. The user profile for Jade Maloney is displayed at the top. The 'Learner Record' tab is active, showing a line graph of points over 30 days for September 2022. A hand icon points to the 'Record Submissions' button. Below the graph is a table of submissions.

Activity	Evidence	State	Verifier	Submission Date
Example	Not submitted	Pending Approval		23/09/2022 02:28
Workforce Wellbeing Special Interest Group Meeting	Not submitted	Approved	Emily Millar	09/09/2022 11:10

To access your portfolio in the future, visit: [www.ihm.org.uk/my-learner-record](https://ihm.org.uk/my-learner-record)

If you experience any problems with your portfolio, please contact a member of the team: contact@ihm.org.uk

HPL POINTS Continued

In addition to attributing points for attending events, workshops, undertaking short courses or watching recorded content and podcasts, you can also earn points by:

- Attending Special Interest Group Meetings
- Presenting at an event or being part of a panel discussion
- Chairing a Special Interest Group Meeting
- Writing an article for our quarterly e-Magazine
- Submitting a Guest Blog
- Reading IHSCM publications and reports

The total number of points is the qualifier for our HPL awards, not the acquired skills through IHSCM membership. Therefore, if you and your employer would like you to focus on a particular skill, e.g. 'Organisational Development', please work towards this skill. Any content that addresses the other four competencies are then a bonus skill.

Point tracking for our HPL awards will run academically from 1st February to 31st January the following year. If you have earned an award, you will be notified by email. Please ensure your IHSCM membership contact details are kept up-to-date to ensure you receive this notification.

If members achieve our HPL Gold Award for 2 years running, they will also attain fellowship of the institute and accrue the postnominals **FIHSCM**. *Please read p.14 for more information.*

You can accrue a large number of points across several of our five competencies by studying an online short course masterclass with the institute. These courses have been designed and delivered by experts in their field; sharing lived experiences, lessons learned, best practice solutions, a toolkit of practical resources and CPD accreditation*

Please take a look at our highlighted courses on the next two pages. You can also **[access all our courses here](#)**, with a fresh look and enhanced usability from 1st November 2022.

*We are working towards CPD accreditation for all our short courses. Where a course has been undertaken without CPD accreditation, this will be issued in lieu when accredited.

<https://ihm.org.uk/hpl-dashboard/>

COURSES

The IHSCM currently has 11 courses, created in partnership with industry leaders and experts, that you will now have access to with your membership. We are always working to create new courses and any new course will always be with membership.

Introduction to Mentoring - CPD Accredited -

This course has 6 Modules, and offers an introduction to mentoring and its theory and practice; whilst giving you insight into how to mentor your organisation and team. You can undertake this course at a pace that suits you and have access to the programme facilitators; Amanda Reynolds and Chris Birbeck, whilst you train.



Effective approaches to Communications - CPD Accredited -

This course is primarily aimed at non communications specialists in health and social care, and designed to equip members with an understanding of basic concepts of how communications activity works in practice and what it could do for them. The course will introduce you to some of the concepts of how PR works, how it might work for you, and how you can leverage your resources.



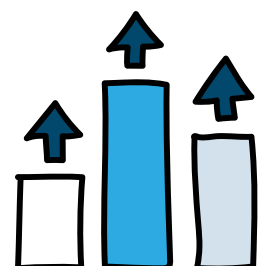
How to Use & Report Data - CPD Accredited

- Course leaders Sam Riley and Karen Hayllar from the Making Data Count NHS Team have produced 4 20-minute modules designed to improve and enhance your knowledge, skills and understanding of data analytics and how to make data count.



Introduction to Mediation CPD Accredited-

This short course will introduce you to the principles of mediation and provide you with opportunities to reflect and practice these skills, as well as understanding where to apply them. It will help you to understand points of escalation and how spotting these can be key to maintaining professional and productive relationships at work.

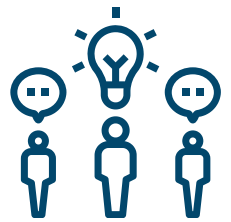


COURSES

continued

High Performance Leadership CPD Accredited

- The IHSCM is proud to present our High Performance Leadership programme for the 2020s. It includes topics such as; leadership styles, communication, behaviours, how to give effective feedback, how to listen and engage and the language we use, personal wellbeing, time management, Coaching and Planning



How to Build Resiliency - This course has been created by Dr Kate Allatt, Young Stroke Advocate, Inspirational Resiliency Speaker, Stroke Rehab Times Columnist, and GripAble Rehab Ambassador. Over three modules, you will learn skills to equip your own personal toolkit, gain knowledge and understanding, and develop your resiliency in the workplace.

You will also undertake three assignments to reflect on your learning.

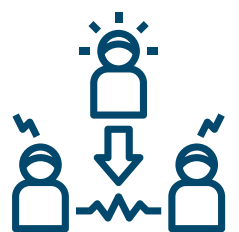


How to Conduct an Appraisal - delivered by IHSCM CEO Jon Wilks you will learn about how to conduct an effective appraisal.

You will learn about

- Preparation for the appraisal
- What to do in the appraisal
- Following up after the appraisal

Conducting the perfect appraisal is something many managers and leaders are keen to achieve. Jon Wilks is delighted to bring his expertise and knowledge to you in this course so that you might be able to build on your own current abilities to improve your approach to team appraisals.



COURSES

continued

Performance Mentoring Programme CPD Accredited - This course builds on the Introduction to Mentoring Programme and teaches you the skills needed to engage, motivate and enable improved team performance. Produced by Blend Associates Ltd's Jeff Matthews, Faculty Trainer and Coach, and Amanda Reynolds, Managing Director and Founder.



How To Speak Up Safely in Health and Social Care - This course has been produced by Tom Bell of Cormetis Consulting. Designed to create wilful awareness, providing you with the insight, tools, techniques and support needed to safely call out and prevent behaviour in health and social care settings.



Preparing to go Digital - This course has been developed with Log My Care. This course is aimed at managers and directors who are looking to swap their analogue and paper based systems over to digital solutions. It consists of 3 modules and 2 assignments. The assignments have been designed to be practical tools that you can use to help you along your digital journey.



How to Use Online Marketing for your Business and Recruitment -

This course has been developed with [Cahoot Marketing](#).

This course is aimed at manger and directors who are looking understand better how they can use online marketing to increase their business opportunities and improve their recruitment chance and options..

It consists of 3 modules and 3 assignments. The assignments have been designed to be practical tools that you can use to help you along you adapt your business' online marketing approach.



COURSES

continued

Introduction to Coaching

This course has been created by IHSCM Member, Lucy Buxton RN, Coach, Quality and Compliance Consultant and NLP Trainer, [LJB Coach Consultancy](#). Made up of 5 modules you will look at what coaching is, what the journey looks like, the different types of coaching and a broad look at the process.



More short courses coming soon

Enrol on a short course

[ENROL HERE](#)

Short Course Masterclass 9

PERFORMANCE MENTORING PROGRAMME

LEARN **ADAPT** Leadership Skills

Performance Mentoring Programme

Free

Short Course Masterclass 13

INTRODUCTION TO MENTORING PROGRAMME

LEARN **ADAPT** Leadership Skills

Introduction to Mentoring Programme

Free

Short Course Masterclass 6

FEATURED **HOW TO BUILD RESILIENCY**

LEARN **ADAPT** Leadership Skills

How To Build Resiliency

Free

Short Course Masterclass 9

EFFECTIVE APPROACHES TO COMMUNICATIONS

LEARN **ADAPT** **CREATE** Business

Effective Approaches to Communication

Free

Short Course Masterclass 9

HOW TO USE AND REPORT DATA

LEARN **ADAPT** **CREATE** Business

How To Use and Report Data

Log my Care

Short Course Masterclass 6

PREPARING TO GO DIGITAL

LEARN **ADAPT** **CREATE** Business

Preparing to go Digital

Short Course Masterclass 8

brap **INTRODUCTION TO MEDIATION**

LEARN **ADAPT** Leadership Skills

Introduction to Mediation

Short Course Masterclass 7

FEATURED **HOW TO SPEAK UP SAFELY IN HEALTH AND SOCIAL CARE**

LEARN **ADAPT** Leadership Skills

How To Speak Up Safely in Health and Social Care

SPECIAL INTEREST GROUPS

The Institute has a number of Special Interest Groups (SIGs) available to members.

These SIGs highlight particular themes and functions within Health & Social Care and meet to network and plan events and reports.



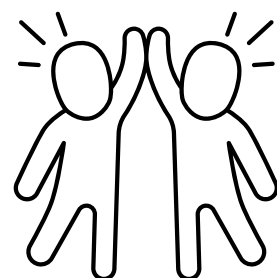
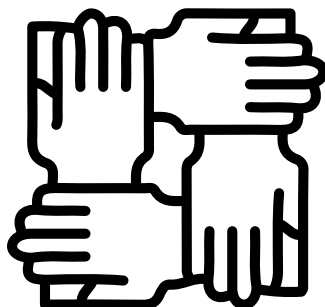
Join any of the SIGs by **clicking here**. Each meeting is worth 1 HPL point towards **Me, Myself and I**. Where there is a SIG event, more points will be available.

Sign our SIG Code of Conduct **here**. You only need to sign this once to participate in all groups and receive invites to future meetings and events.

<https://ihm.org.uk/special-interest-groups>

FELLOWSHIP

1. Fellowship is open and available to any member, irrespective of their relative seniority or experience.
2. There is no additional charge for Fellowship application or award.
3. The award of Fellowship involves a 2-year process of attendance, contribution, support and commitment.
4. In each of the 2 years, members should accrue **200 HPL points (HPL Gold Award) and 12 hours of mentoring.**
5. In each of the 2 years, applicants should present at or contribute to the development of a workshop, masterclass, conference, round table or PowerHour.
6. During the 2 years, applicants should be able to demonstrate, through a 500-word written application to be submitted at the end of the 2 years, how they have supported / encouraged / inspired fellow members through, for example, mentoring or coaching or other contribution.
7. A Fellowship review board will consider applications and make the recommendation of awards.
8. In the short term, we will consider applications from any member who can demonstrate substantial commitment to the IHSCM over the last 2 years and can confirm points 5 and 6 above. This might include, for example, members who have contributed to the People Plan, conferences and Special Interest Group Meetings.





IHSCM
High Performance Leadership Competencies Framework
Member Guide
2023



Institute of
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contact@ihm.org.uk