

[www.altstrat.co.uk](http://www.altstrat.co.uk)



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we are

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altstrat

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Delivering  
Training  
that  
Transforms  
Patient  
Care

# Transforming patient care through innovative work-based educational solutions



At altstrat we deliver educational solutions that support health and social care organisations to provide compassionate, effective, and efficient services.

With fewer resources and smaller budgets, today's health and social care providers have to be more innovative than ever. The challenge for today's and tomorrow's leaders is to meet targets, build relationships, listen to their people and encourage excellence.

At altstrat we are experts in helping health and social care professionals to learn and grow. With more than two decades experience of helping to transform patient care and equip staff with new skills, we are unrivalled in our experience in the sector.

Within the framework of two Post Graduate Certificates, an MSc in Leadership for Health and Social Care we have designed a broad range of transformative modules that can be tailored to each client's needs.

We know that each participant and organisation is different and we don't believe in a one-size-fits-all style of education.

**altstrat**  
Contact altstrat today to discuss how we can provide the training you need to help your organisation move forward and prosper.  
Call **01536 560550**  
**07974 391 848**  
or email  
**trevor@altstrat.co.uk**

## How we deliver our training

We get to know you and your organisation and carefully contextualize our programmes, aligning them to your organisation's strategy so that they have the most impact for you, your team, your partners and your patients.

The learning is situated in real-time projects so that participants' learning, has an immediate effect on the patients and families that they work with.

The benefits of our training have been proven year after year and former students now hold a range of exciting and challenging positions across the health and social care sector making a real difference to the departments and operations they manage.

Our director Trevor Dolan, leads a team of experienced associates who have specialist knowledge across a variety of areas, meaning that we can match the course facilitators closely to your needs.

And for the past decade we have worked closely as a partner of the University of Northampton, as well as other respected learning providers and NHS Healthcare Trusts, Independent Health and Social Care organisations. We have adapted and delivered our masters programmes on site for two NHS trust partners as part of their own leadership initiatives, University Hospitals Leicester NHS Trusts' (UHL) 'From Good to Great' and Leicester Partnership NHS Trusts' (LPT) 'Learning on the Run' leadership development programmes. We have also provided the academic framework for an innovative Trainee Management Scheme for UHL and a CCG board level GP Training programme in East Leicestershire.

*Explore this brochure to find out more about the courses we offer and the benefits they can bring to you, your organisation and your patients.*

# Our Approach

*Our core values are creativity, vision and passion. Together, our focus and values contribute towards helping you explore innovative ways of thinking, creating and delivering in unpredictable times. We can transform you, your organisation and the service you deliver to your patients.*



## A flexible approach, tailored to your needs

A one-size-fits-all training approach rarely helps organisations or their people to improve and grow, therefore we deliver bespoke masters degree level training that is rooted in real life needs.

The key elements of our training are:



### Customised:

We design individual courses to meet you and your organisations' specific needs. We have devised three contemporary post graduate programmes for a range of clinical and non-clinical staff and always ensure that learning is targeted to clearly defined areas of personal and service improvement.

### Accredited:

Our programmes are accredited by the University of Northampton. Participants are enrolled as students of the university and have full access to all student support and resources.

### Value for Money:

We recognise the financial pressures on people and organisations and therefore seek to maximise your budget. We work with individuals and organisations to source a number of ways of funding our programmes, including government student loans for those who complete the full MSc as part time or full time students.

### Flexible:

We deliver the programmes at our training facility within Corby Enterprise Centre and also for clients on site where required and where facilities are available. We use an active blended learning approach including; active workshops, virtual classrooms, on line activities and social media.

### Time Effective:

The active blended learning approach maximises best use of face-to-face time spent with participants, which for on site delivery can include weekend or evening sessions.

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*We can work as an advisor and training partner to support the development of your accredited and non accredited programmes and devise a series of training programmes that are complementary and build on the skill sets of your staff.*

# MSc Leadership for Health and Social Care



**One-year full-time study or 2-3 years part time study.**

The future generation of healthcare leaders must be innovative professionals who inspire and lead change. This exciting dynamic MSc programme provides participants with the insight, skills and expertise to help them transform patient care within the health and social care sectors.

New to the course this year is a six-month work placement within a health or social care environment. Here students will work as part of a team on a significant real-life service improvement project and apply skills learned on the course to help bring about positive

change in patient care. The work placement will ensure increased employability for students, as they gain the practical expertise required to either move into a leadership role or progress within their current role. The placement is a great opportunity to network and for graduate students to bring themselves to the attention of managers and recruiters.

Former alumni of the course now hold a variety of leadership posts from operational to strategic positions, clinical and non-clinical, and are effecting sustainable change throughout the UK and beyond.

## Who is the course for?

The course has been designed to suit a range of participants; from those who currently work within the health and social sectors, to recent graduates looking to enter a healthcare leadership and management role and overseas students who wish to gain a respected UK qualification that includes a six-month work placement in an NHS or independent health or social care organisation.

Applicants will normally have a first or second-class degree or equivalent.

A degree in a health or social care discipline is advantageous, but not a requirement, as the course is also relevant to business and psychology students. Students with other non-related degrees who are passionate about supporting the delivery of compassionate patient care will also be considered.

## How is the course taught?

Course content is delivered through a range of active blended learning methods (such as activity-based workshops, webinars, virtual classrooms, Skype tutorials and presentations) to suit the requirements of today's students.

Ongoing professional support during the learning experience is provided through close contact with an assigned personal tutor, who meets students a minimum of twice per module. altstrat is supported by colleagues from the University of Northampton's Faculty of Health and Society who deliver elements of the course.

Additional support is available through the University's Skills Hub.

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**UoN**  
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Northampton  
Working in partnership with

**altstrat**



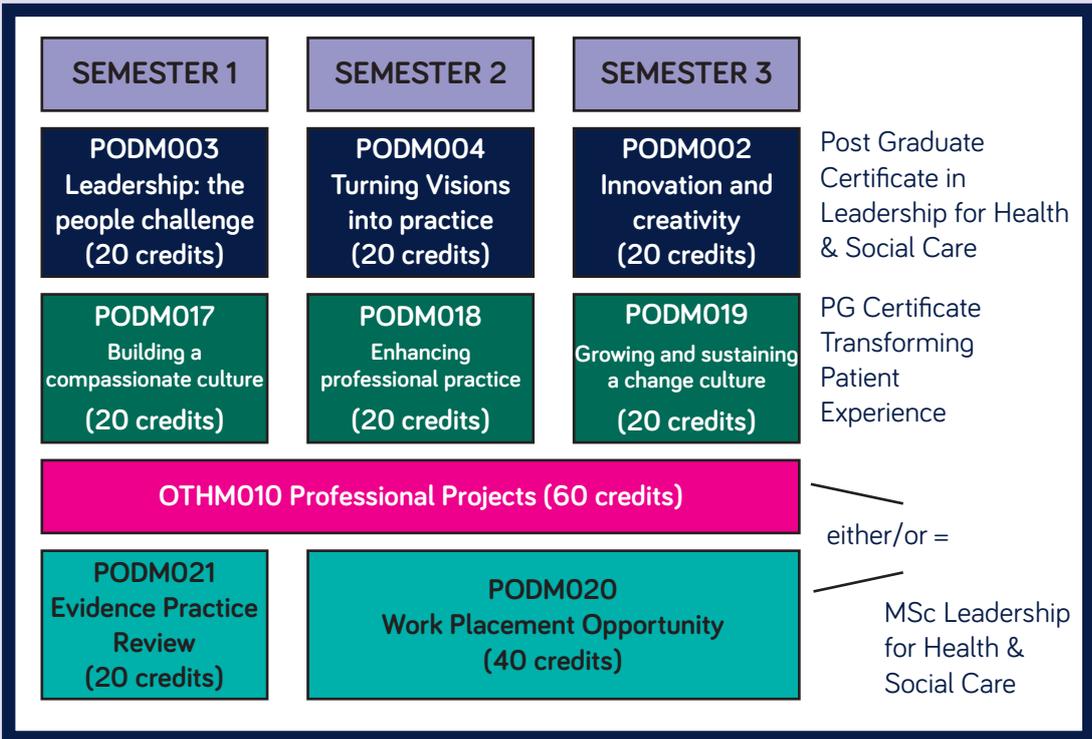
# What are the course elements?

With both practical and theoretical elements, the MSc is based on the NHS Healthcare Leadership Model's nine dimensions of leadership behaviours, and the Six Key Values of Adult social Care. This explores areas of personal and service development using acknowledged frameworks, tools and techniques. The programme also provides students with critical appraisals of current policy, explores contemporary thinking in their field or specialism and shares models of innovative practice.

Additionally the programme is built on the principles of 'Ashoka Changemaker', helping students to learn skills of social entrepreneurship that will enable them to make significant differences to their health and social care community, alongside their own leadership development.

### Course content

The course is structured into a series of modules and a work placement or professional project. As the course progresses, students will earn postgraduate qualifications and full completion of the course will result in the MSc Leadership Health and Social Care.



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## Course modules

The three modules **Leadership, The People Challenge (20 credits)**, **Turning Visions into Practice (20 credits)** and **Innovation and Creativity (20 credits)** make up the Postgraduate Certificate 'Leadership for Health and Social Care'. (for more in-depth explanation of the modules turn to p7).

The three modules **Building a Compassionate Culture (20 credits)**, **Enhancing Professional Practice (20 credits)**, **Growing and Sustaining a Change Culture (20 credits)** make up the Postgraduate Certificate 'Transforming Patient Experience'. (for more in-depth explanation of the modules turn to p8).

Students will then complete **either** the **Work Placement** and **Evidence Based Practice Review** or the **Professional Project module**, which together with the two Post Graduate certificates will lead to the MSc Leadership Health and Social Care.

- **Work Placement (40 credits)**

This placement is an exciting opportunity for students to put the theory learned throughout the MSc into practice within an extended project. Whilst in the work environment the student will contribute to a defined project aimed at service improvement. It will allow them the opportunity to critically evaluate their leadership and management skills within a dynamic and complex workplace. Students already in a work role will be assisted to find a project within their department or organisation or a find a secondment within their own or partner organisation.

- **Evidence-Based Practice Review (20 credits)**

In this module students will apply their learning to a 'real-world' problem. Learning involves a literature review based on an identified issue related to the work placement module. Students will present their findings and recommendations through evidence-supported presentation. The module will be supported by a blended programme of workshops, virtual classroom and e-tivities.

- **Professional Project (60 credits)**

The module provides an opportunity for the student to critically reflect on the evidence, apply knowledge, concepts, and research techniques to a professional question or problem and make recommendations to improve professional practice.

Students are required to identify an area of current practice and to identify potential developments using recognised techniques from health and social care (i.e. audit or evaluation, primary research or systematic review). Where relevant, this project can be tailored to address service/employer priorities.

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The MSc is an asset to those who wish to invest in their career. Students who are looking for funding opportunities or would like to discuss the varied finance options, and sponsorship can talk to

Trevor Dolan at altstrat on

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Skype: trevor.dolan

### How is the course assessed?

Assessment is through a variety of innovative formats that help develop the practical skills needed by today's leaders.

These include blogs, poster and oral presentations, reports, business cases, scoping activities, portfolios and reflective papers.

# Postgraduate Certificate 'Leadership for Health and Social Care'



## In essence

The health and social care sectors are currently going through a sea change and therefore need innovative and inspiring leaders to help bring about this transformation successfully. This Postgraduate Certificate has been designed to help both young and experienced health professionals realise their leadership potential and become the next generation of health and social care changemakers.

The course explores current theory and practice and crucially will task students to bring about positive change in their own workplaces through practical assignments.

## Who is the course for?

The course is designed to help those already established in a career to move to the next level; and to give those just starting out, leadership and management skills that will benefit them throughout their careers.

Former alumni of the course now hold a variety of leadership posts from operational to strategic positions, clinical and non-clinical, and are effecting sustainable change throughout the UK and beyond.

Applicants will normally have a first or second-class degree or equivalent.

A degree in a health or social care discipline is advantageous, but not a requirement, as the course is also relevant to business and psychology students and other disciplines. Students with other non-related degrees who are passionate about improving patient care will also be considered.

## How is the course taught?

Course content is delivered through a range of active blended learning methods (such as activity-based workshops, webinars, virtual classrooms, Skype tutorials and presentations) to suit the requirements of today's students.

Assessment is through a variety of innovative formats that help develop the practical skills needed by today's leaders; these include blogs, poster and oral presentations, reports, business cases, portfolios and reflective papers.

The course can be completed in six months of full-time study, or over a longer period through part-time study.

## What are the course elements?

The course is structured into three modules: Leadership, The People Challenge, Turning Visions into Practice and Innovation and Creativity.

### Leadership, The People Challenge (20 credits)

Outstanding leadership is key to the progression of today's health and social care environment. This module will equip students with the capabilities needed to realise their leadership potential. It teaches the philosophy of putting the development of people as the core business of their service and relates the learning to current policies in their field. This is an experiential work based learning module that requires students to draw heavily upon their existing experiences and combine them with contemporary theories, modules and frameworks.

### Turning Visions into Practice (20 credits)

Being able to translate visions into reality is a necessary skill of a successful leader. Students will learn how to reflect upon and audit how they currently meet the needs of service delivery level priorities. The module explores with students how they can develop and execute a clear strategy for their service based upon current policy initiatives and professional standards. Relevant White Papers are evaluated as part of the module. Students have the opportunity to work further on a service improvement initiative explored in the People Challenge module or focus on a fresh project.

### Innovation and Creativity (20 credits)

As the health and social care sectors continue to evolve and adapt to our changing world, being an innovator and having a creative mindset is vital for inspiring leaders to manage this change.

The module considers how innovation and creativity lead to positive change. Students will look at their own behaviours and how they are meeting the needs of higher-level professional practice. Learning will be evidenced through a reflective paper and an oral presentation. Key to this module is facilitating a creative event in which students utilise creative decision making tools.

\* Following the course, students can also study the Postgraduate Certificate 'Transforming Patient Experience' (P8-9). These two qualifications provide two thirds of the MSc Leadership for Health and Social Care, or students are eligible to be awarded a Diploma In Leadership for Health and Social Care. Turn to P4-5 for more information about the MSc.

**\*Students who are looking for funding opportunities or would like to discuss finance options can also talk to Trevor.**

# Postgraduate Certificate 'Transforming Patient Experience'



**Six months full time study or one-two year part time study**

## In essence

Now more than ever, the health and social care sectors need leaders who are able to instigate change that has a positive effect on patient experience.

Learning how to build a compassionate culture alongside delivering the highest professional standards is the essence of what this Postgraduate Certificate will develop in students. Specifically designed to help both young and experienced health professionals, this forward thinking qualification is well respected throughout the industry and will help students to move forwards in their careers.

The course explores current theory and practice and crucially will task students to bring about positive change in their own workplaces through practical assignments.

## Who is the course for?

The course modules are designed to help those already established in a career to move onto the next level and to give those just starting out, leadership and management skills that will benefit them throughout their careers.

Former alumni of the course now hold a variety of leadership posts in service improvement, transformation teams, quality and governance, operational, strategic positions, clinical and non-clinical, and are effecting sustainable change throughout the UK and beyond.

Applicants will normally have a first or second-class degree or equivalent.

A degree in a health or social care discipline is advantageous, but not a requirement, as the course is also relevant to business and psychology students. Students with other non-related degrees who are passionate about the course will also be considered.

## How is the course taught?

Course content is delivered through a range of active blended learning methods (such as activity-based workshops, webinars, virtual classrooms, Skype tutorials and presentations) to suit the requirements of today's students.

Assessment is through a variety of innovative formats that help develop the practical skills needed by today's leaders; these include blogs, poster and oral presentations, reports, business cases, portfolios and reflective papers.

Ongoing professional support during the learning experience is provided through close contact with an assigned personal tutor, who meets students, a minimum of twice per module. Additional support is available through the University's Skills Hub.

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## What are the course elements?

*The course is structured into three modules: Building a Compassionate Culture, Enhancing Professional Practice and Growing and Sustaining and Change Culture.*

- **Building a Compassionate Culture (20 credits)**

*Compassionate care should be at the heart of the health and social care profession.*

This module teaches students how to develop themselves into skilled facilitators who can improve systems. They will learn how to develop self-awareness and to assess the culture of their ward, department or team. This will enable them to begin a process of developing a team capable of delivering safe, compassionate care and healthcare intervention in partnership with patients, their relatives and carers. The module will help students create specific cultural change around a practice or systemic problem for patient experience.

- **Enhancing Professional Practice (20 credits)**

*Having robust standards of professional practice is vital for leaders who want to grow personally and inspire others.*

This module introduces students to practical methodologies with which to support changes to care and service delivery in their service area. It will teach the need to put patients and service users at the centre of change. Students will develop a set of skills and competencies that enable them to engage patients and users in co-producing new ways of delivering services from the outset.

- **Growing and Sustaining a Change Culture (20 credits)**

*Embedding change across teams and departments is fundamental to long-term sustainability.*

This module teaches students how to start to build an organisational learning culture with a clear focus on effecting positive change that has an impact that extends beyond the life of an individual project. Students will learn how this sustainable approach negates the need for constant new improvements when problems occur.

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*\*Following the course, students can also study the Postgraduate Certificate Leadership for Health and Social Care (link to page). These two qualifications provide two thirds of the MSc Leadership for Health and Social Care. This MSc is delivered by altstrat and the course is detailed fully on P4-5.*

# About our partner - the University of Northampton



The University of Northampton is one of the youngest universities in the UK but is already leading the way in adding value to society, termed by the university as social impact. The university has won multiple awards for its work in this area, but what matters the most is ensuring that its students and graduates have the opportunity to make their mark on the world too.

The way in which students are taught and learn is changing. In order to remain competitive and relevant in an evolving education environment, the university is providing new interactive learning practices and a transformational student experience.

Its modules and programmes have been redesigned and learning and teaching practices reconceptualised in order to deliver an effective, student-centred experience through Active Blended Learning (ABL). ABL is the university's new normal. ABL is not something it does in addition to regular teaching duties: it is its standard approach to learning and teaching.

These methods perfectly align with work based learning methodology enabling teaching through student-centred activities that supports the development of subject knowledge and understanding, independent learning and digital fluency. Face-to-face teaching is facilitated in a practical and collaborative manner, clearly linked to learning activity outside the classroom. Opportunities are provided for students to develop autonomy, Changemaker attributes and employability skills.

**University of  
Northampton**



In 2013, in recognition for its commitment to developing the Changemakers of tomorrow, the University of Northampton was designated the UK's first and only Changemaker Campus. This designation places it amongst only 30 such Universities across the world and highlights their unique achievement of providing a student experience that places social innovation and social enterprise at the centre of everything it believes and does.

## **How to apply for the Post Graduate Certificates and MSc Leadership for Health and Social Care.**

Before applying, students are advised to call the course leader for an informal conversation. (Contact Trevor Dolan at altstrat on Tel: 01536 560550/07974 391 848 or Email: [trevor@altstrat.co.uk](mailto:trevor@altstrat.co.uk) or Skype: trevor.dolan).

***Costs: £850 per 20 credit module***

***Application is through the University of Northampton's on line application portal:***

***MSc Leadership for Health and Social Care***

# What those who train with us say

*We are proud of the exceptional feedback we receive from each of our courses. We pride ourselves on only delivering programmes and workshops that make a decisive impact on patients, professionals and the organisations they work for.*



## Case Study

*Transformational Lead Practitioner and Occupational Therapist Helen Crossley, has used what she learned in the MSc 'Leadership for Health and Social Care' to make award-winning and innovative changes across various departments of the NHS Trust in which she works.*

### Have you used the course learning to affect change in your workplace?

*Yes, definitely. I have been in my current post as a Transformational Leader for renal, respiratory and cardiac for the past two years and have used lots of the learning from my MSc within my current work.*

*When I moved into my new role from my Occupational Therapist (OT) background I was able to bring with me those former relationships and see things from a different perspective in terms of the bed holding divisions wanting to reduce length of stay. I applied for funding for a six-month project that aimed to facilitate earlier discharge of patients. The OT and physiotherapist provided education around this but also put into practice what we thought we could do, which was to discharge patients early and do a follow up assessment in the community.*

*The project proved to be really successful and reduced length of stay for its cohort by about six months. This then enabled us to put a case together for NHS England for another 12-month pilot, which built upon the initial successes and ultimately led to three posts being created. Overall the project reduced length of stay for each patient by two days, which was obviously welcomed both by staff and by the patients themselves.*

*The University Hospitals of Leicester gave the team a 'Caring at its Best' award and we have also been shortlisted for a prestigious Health Service Journal Values award.*

*We now want to promote the value of this way of working to other teams and departments.*

### How did the MSc change your career?

*I definitely would not have had the confidence to apply for my current role if I had not done the MSc and my career would not be where it is now without the qualification.*

*I learned so much through the different modules and as a result there are a lot of benefits I have brought to my service.*

### How did you find managing the study alongside work and family?

*I hadn't done any academic study since I did my OT training. I struggled with the academic writing style for the first module but I learned the craft over the MSc. For me, the style of teaching really worked and the blended approach worked for me.*

*The course was a big commitment in terms of time and energy, but on the other hand, learning the science of leadership and management was really beneficial to me as it gave credence to what I instinctively believed to be true. In truth the course was as a little bit like therapy for me.*

