

CLINICAL CHAMPIONS PROGRAMME

Application Pack 2024-25

DiABETES UK
KNOW DIABETES. FIGHT DIABETES.

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1 PROGRAMME OVERVIEW

We develop **systems leaders** who **start small** from wherever they are, **include marginalised voices** and **lead together** across boundaries.

This programme is a completely free opportunity for healthcare professionals from across the UK to develop transferrable leadership skills and build a UK-wide support network and local partnerships for collective action. Over the course of 1.5 years, they'll build their capabilities and connections to become catalysts for positive transformation of diabetes care.



Our programme is a collaborative effort.

The content is co-designed and delivered with healthcare professionals, community leaders and people with lived experience. This ensures relevance, inclusivity and real-world application.



It's a training programme and a call to action.

The practical application of learnings from this year's programme will focus on getting diabetes essential care right for all.

Important information



Dates

The programme will start in May 2024 and end in December 2025. Key dates for 2024:

05.06.2024 – 07.06.2024: In-person retreat, cohort 1

17.06.2024 – 19.06.2024: In-person retreat, cohort 2



Location

The programme is a blend of in-person retreats, online sessions and local events. The venue for the in-person retreats is in London with time spent at the Diabetes UK London office (E1 1FH).



Time commitment

Over the course of 1.5 years, you'll attend three in-person retreats in London (each will last 1.5 to 2.5 days), four half-day online sessions, two in-person local events (each will last 0.5 – 1 day) and apply your learning in practice to improve diabetes care.



Costs

Participation in the Clinical Champions programme is **free of charge** and travel expenses associated with the programme will be reimbursed in line with our policy. Accommodation, meals and refreshments will be provided during the in-person retreats.



Application deadline

The final application deadline is Sunday 7th April 2024. We screen applications on a rolling basis and may close recruitment early if we receive enough applications. We therefore advise you to apply as soon as possible.



Contact

You can contact us with any questions at ClinicalChampions@diabetes.org.uk.

2 WHY THIS PROGRAMME

Leading change to make diabetes care fairer and better – A task too big to tackle alone

Only 18% – 37%

of people with diabetes get all 9 essential care processes.

Social deprivation is the main barrier to accessing care.

Only 33% – 40%

of people of Black and South Asian ethnicity are offered wearable glucose monitors compared to 52% of White people.

Not getting up-to-date treatment is a sign of systemic racism.

Only 56%

of staff are happy with the standard of care.

Many healthcare professionals feel demoralised and the level of burnout is high.

The unprecedented scale of diabetes, widening inequalities and an overstretched workforce call for leadership like never before. Such complex challenges can't be tackled by a few heroic individuals. **Leadership must be a collective effort to which people from all levels, backgrounds and different places contribute.**



We believe together we can transform diabetes care so that everyone

- gets the care they deserve,
- ethnicity and deprivation no longer determine health outcomes, and
- staff feel valued and can create the conditions for better and fairer diabetes care.

How this programme can help you



Afia's challenge

Afia works in healthcare. She finds the system she works in makes it hard to provide the care that she feels her patients deserve. She knows that those who are disadvantaged need more but get less diabetes care than the more advantaged among us. She feels ready to change this, but she knows she can't tackle the complexity and scale of diabetes on her own.

Join us to:

- 1. Develop collaborative leadership capabilities which apply to a diverse range of job roles and settings**, whilst becoming a catalyst for change in diabetes care at community or local level. You'll build skills that help you to develop your personal leadership style.
- 2. Learn how to manage upwards in the hierarchical environment of the NHS and expand into systems leadership** to enable collective action across professional, hierarchical, organisational, and sector boundaries.
- 3. Build a national support network and local partnerships** to learn and act together throughout and beyond the programme.
- 4. Be a driving force in advocating for diabetes essential care in underserved communities.** Your leadership can bridge gaps and ensure healthcare is accessible to all.

3 PROGRAMME AIMS



Leading change

1

Participants are not just attendees; they become catalysts for positive transformation. Empowered to lead impactful change at the community level and beyond, they contribute to the creation of systems that deliver fairer and better diabetes essential care for all.

Building networks

2

Participants extend their reach beyond organisational boundaries, forming networks that foster continuous improvement and collaboration. This is more than a programme; it's a movement towards collective leadership.

Tackling inequalities

3

Participants actively contribute to dismantling systemic inequalities. They play a pivotal role in reshaping the landscape of diabetes care. This is an opportunity to be part of a UK-wide effort to address complex challenges collectively.

4 WHO THE PROGRAMME IS FOR

Anyone who works in a health and care context and is committed to getting essential diabetes care right for all:



We aim to develop leaders at every level of the health and care system who truly reflect the talents and diversity of staff and the communities they serve.

We recognise potential.
You need no experience
working in a formal
leadership role.

5 WHAT TO EXPECT

A small but diverse cohort

Learn with openness, curiosity and confidentiality in a small but diverse cohort of 20 healthcare professionals from across the UK and meet a range of experts in systems change.

A blend of in-person retreats, online sessions and local events

Immerse yourself in a blend of carefully curated in-person retreats, online sessions and local events. These gatherings provide a safe space to engage in reflection away from the daily routine, fostering not only learning but also connections that last.

Real-world application of learnings

Apply your learning locally by collaborating with healthcare professionals, regional and national Diabetes UK teams, alumni participants, individuals with lived experience, and community groups. This collaborative approach is pivotal in addressing inequalities and optimising diabetes care.



Topics covered

1



Understand yourself and your relationships in the system

2



Build trust and create a collaborative environment

3



Co-create a positive future vision

4



Have better conversations

5



Involve marginalised voices

6



Use a systems lens to tackle inequalities

7



Make sense of complex situations

8



Negotiate and influence

9



Initiate change

10



Deal with uncertainty

12



Sustain and scale change

!



Celebrate your successes

Key dates and your time commitment

Please note we are recruiting for two cohorts. **Successful candidates will only have to attend the sessions of one of the two cohorts.** We'll let you know which cohort you are in when informing you about the outcome of your application.

Cohort 1: Key dates in 2024



- 07.04.2024 – Close of recruitment
- 23.05.2024 – Online Welcome Session
- 05.06.2024 – 07.06.2024 – In-person Retreat 1*
- 05.09.2024 – Online module 1
- Sept/Oct 2024 (date TBC) – In-person event in your region or nation
- 09.12.2024 – Online module 2

Cohort 2: Key dates in 2024



- 07.04.2024 – Close of recruitment
- 23.05.2024 – Online Welcome Session
- 17.06.2024 – 19.06.2024 – In-person Retreat 1*
- 06.09.2024 – Online module 1
- Sept/Oct 2024 (date TBC) – In-person event in your region or nation
- 10.12.2024 – Online module 2

Your commitment



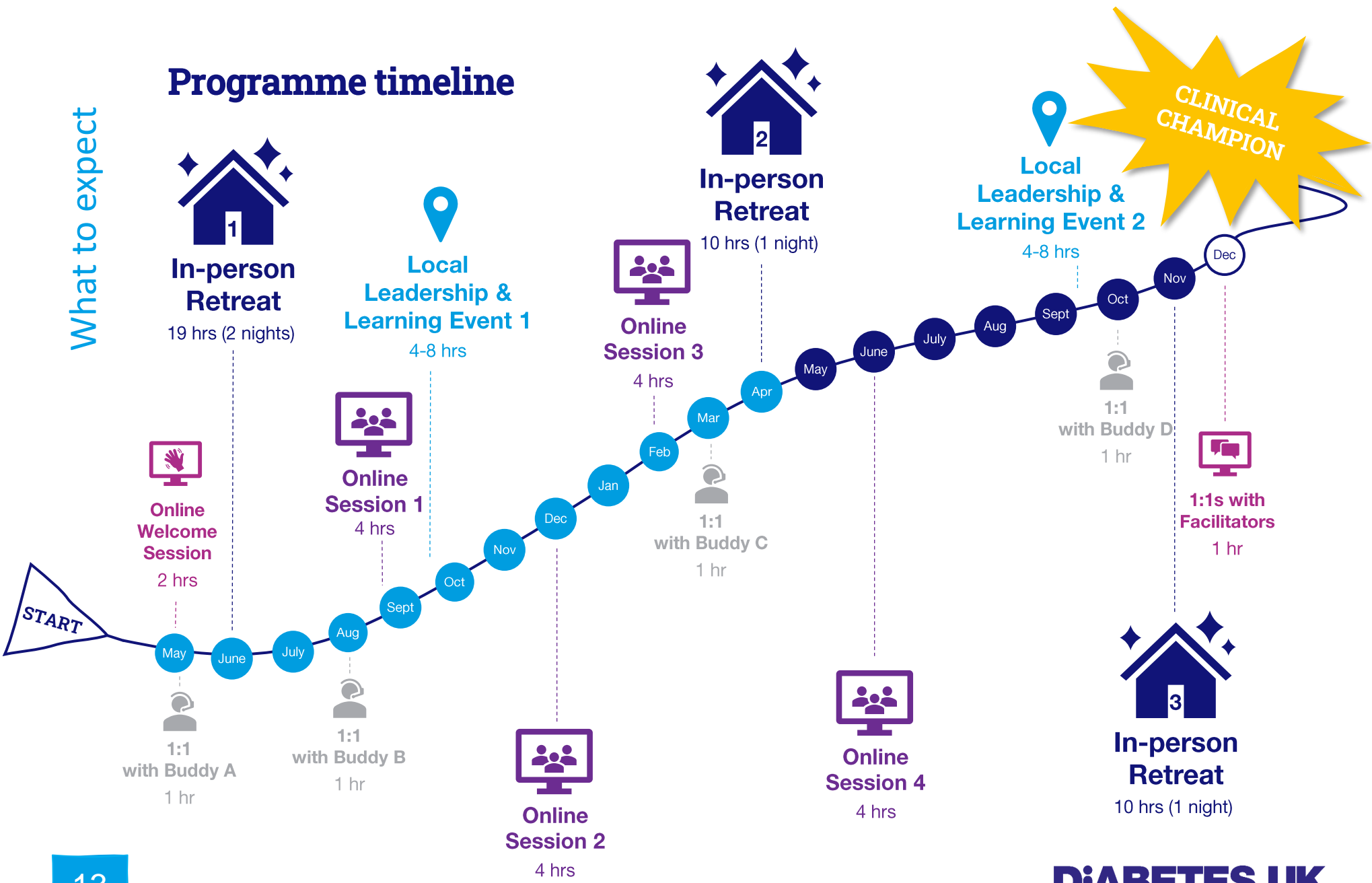
Over the course of 1.5 years, you'll:

- Attend three in-person retreats in London (each will last 1.5 to 2.5 days)
- Participate in an online welcome session and four online group sessions (each will last approximately 4 hours)
- Do pre-work for each in-person retreat and online session including reading an article or completing a short task and reflecting on it (each will take approximately 2 hours)
- Engage in two in-person local events (each will last 0.5 – 1 day)
- Apply and reflect on your learning outside of the programme to improve diabetes care in your professional context

*Venue in London with time spent at the Diabetes UK London office (E1 1FH)

What to expect

Programme timeline



Delivery format

All in-person and online sessions are facilitated by healthcare professionals and others with extensive learned and lived experience in diabetes, systems change, community engagement and leadership.

In-person retreats



In-person retreats provide opportunities to learn about leadership, share learning, bond with the other participants, reflect on leadership practice, and plan the next steps to give focus to the time between sessions.

Online sessions



The Welcome Session is an opportunity for participants to meet the other group members and facilitators. We hope this helps people to feel more comfortable before attending the first in-person retreat.

The Online Training Sessions start with short peer-learning circles in small groups (4-6 participants) that provide a space to share and reflect on real-life leadership challenges. They also cover new training content.

The 1:1s with Facilitators at the end of the programme are semi-structured conversations to reflect and collect stories of change and feedback. The insights from these conversations form part of our evaluation.

Buddy sessions



The 1:1 buddy sessions are online video calls between two participants from the programme. We will match participants with a different person for each call. The first session is planned just before the first residential to put people more at ease by already knowing at least one other participant. The rest of the buddy sessions aim to encourage reflection and are linked to the pre-work before in-person retreats.

Local leadership and learning events



Participants will be invited to play an active role in setting up and running local events for change-makers in their local area who may include healthcare professionals, people with lived experience and community partners. These events are an opportunity to gain practical leadership experience and to share knowledge that is specific to the local context of the participants' workplaces. Working together with Diabetes UK staff from the local operational teams and the leadership community is also a chance to build closer relationships to create collective impact now and in future.

Session plan: May – December 2024

Timing	Sessions
May	Welcome session: Connecting with each other
May	1:1 with Buddy A: Seeing yourself in the system
June	In-person Retreat 1 – Embracing an open mindset: Open our hearts, minds and collective wisdom Day 1: Leading yourself and building trust <ul style="list-style-type: none">• Introduction to systems leadership & practice• Leading yourself – Your leadership journey• Application: How to create a collaborative environment Day 2: Co-creating a positive future vision for essential diabetes care Clinical Champions, DUK staff and people with lived experience of racism and social deprivation connect through theatre to: <ul style="list-style-type: none">• Explore health inequalities in essential diabetes care and build a shared understanding of the diabetes system• Co-create a shared vision and commitment to improving the system at community and regional level• Application: How to form a team, set goals, use systems practice as a process Day 3: Having better conversations <ul style="list-style-type: none">• Communication training with actors• Application: How to ask better questions and observe to better understand• Leading yourself – Your action plan
Aug	1:1 with Buddy B: Your beliefs, values and assumptions
Sept	Online session 1: Application – How to involve marginalised voices & use a systems lens to tackle inequalities
Sept/Oct	Local event: Bringing people together in your local area
Dec	Online session 2: Application – How to make sense of complex situations & present insights to influence change

Session plan: January – December 2025

Timing	Sessions
Feb	Online session 3: Influencing stakeholders
March	1:1 with Buddy C: Your relationships in the system
April	In-person Retreat 2 – Embracing an enabling mindset: Enable the system to change itself Day 1: Negotiating and influencing <ul style="list-style-type: none">• Adaptive leadership• Giving better feedback• Influencing with and without positional power Day 2: Initiating change, engaging others & dealing with uncertainty <ul style="list-style-type: none">• Application: How to harness our creativity, find opportunities for change, prototype to fail early and learn fast, reduce uncertainties, engage others
June	Online session 4: Application – How to make a case for change
Sept/Oct	Local event: Bringing people together in your local area
Oct	1:1 with Buddy D: Your story of change
Nov	In-person Retreat 3 – Embracing a sustaining mindset: Get more depth and spread of a systems approach Day 1: Sustaining and scaling change <ul style="list-style-type: none">• Deepening and spreading the conditions for change• Negotiating effectively• Looking back at your leadership journey Day 2: Sharing your stories of change and learnings <ul style="list-style-type: none">• Sharing your stories and learnings of contributing to creating systems that produce better diabetes care• Networking with DUK staff and others
Dec	1:1 with facilitators: Sharing successes and giving feedback

6 OUR STORY AND TESTIMONIALS

Our story

We launched this award-winning programme close to a decade ago. Since then, we worked with 150 leaders who improved care for people with and at risk of diabetes. Alongside their learning and improvement work, our Clinical Champions have been connecting with each other and our charity to support national, regional and local change across all four home nations.

To make the programme more impactful than ever, we have refreshed the structure and content to reflect recent changes in the landscape of leadership and the NHS. We have built on the programme's success and brought in the latest knowledge about systems leadership.

What our alumni say about the programme

What did you like most?

"I appreciated connecting with people with the same ethos – a shared goal of improving the lives of people living with diabetes. I feel part of a tribe."

How has it changed you?

"I know myself better, understand what I can control, know my strengths and how to use them, and learn what to let go of."

What changes have you made because of it?

"I've been instrumental in establishing a multidisciplinary foot care service in my hospital. Patient safety has increased and there are better patient outcomes. The plan is to embed this model into our other two hospital sites."

7 SELECTION CRITERIA

We aim to develop leaders at every level of the health and care system who truly reflect the talents and diversity of staff and the communities they serve.

We recognise potential.
You need no experience working in a formal leadership role.

1. You believe that change is possible and that you can change things.
2. You are enthusiastic about getting diabetes essential care right and you are working in a place where you can make improvements to it.
3. You are committed to and have some experience in actively tackling inequalities and promoting diversity and inclusion.
4. You are committed to and have some experience working in a collaborative and relationship-focused way.
5. You are committed to and have some experience in engaging and collaborating with people with lived experience.
6. You are open-minded and willing to learn.

8 HOW TO APPLY

Applications are open until Sunday 7th April 2024

1. Download our template for a Letter of Support from our [Diabetes UK Clinical Champions Programme website](#) and find a key senior decision maker in your workplace to fill in the Letter of Support for you. This letter is to ensure your Trust or Organisation will provide you with the necessary support to take part in the programme and put your learning into practice.
2. Write a supporting statement outlining how you meet the selection criteria and your motivation for joining the programme (maximum 2 sides of A4). You'll need this information for the online application form.
3. Fill in the online application form by clicking the link [Apply to be a Clinical Champion](#) on our [website](#). Note that we'll anonymise all applications and therefore don't accept applications sent to us via email or mail.
4. Upload your Letter of Support as part of the application form and click submit. You'll receive a confirmation email from us.

Shortlisted candidates will be invited to an online interview. Applications will be assessed, and interviews will be conducted on a rolling basis. We may close recruitment early if we receive enough applications and therefore advise you to apply as soon as possible.

The final selection of candidates will take place by 23rd April 2024 and applicants will be contacted via email.

This project aligns with our work around our [Tackling Inequality Commission](#). We will ensure that our opportunities are accessible to people from all ethnicities and backgrounds, particularly encouraging applications and providing support for those from racially minoritised ethnic groups.

You can contact us with any questions at ClinicalChampions@diabetes.org.uk.

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