

# General Management Session

26/07/2021

## *How will the study and work aspect be split ?*

**General** question asked by   **Roshni P.** | 14 replies



**Matt D.**

General Management GMTS Trainee, NHS  
26/07/2021

Hi roshina, you do both at the same time. Its generally wise to speak to your placement about deadlines and see if you can get a bit of study leave. It's pretty full on!



**Hannah T.**

26/07/2021

Hi Matt, just to jump on this - how much study leave do you take?



**Hannah E.**

26/07/2021

Hi, what can we expect in the 2 day National Welcome Event?



**Matt D.**

General Management GMTS Trainee, NHS  
26/07/2021

Hi both Hannahs!



**Matt D.**

General Management GMTS Trainee, NHS  
26/07/2021

I've had 2 days in my first year. Others have had more, some have had lesss. It depends on your placement. Finance and HR tend to get more



**Matt D.**

General Management GMTS Trainee, NHS  
26/07/2021

The 2 day national event is about getting to know the values of the scheme, hearing about patient journeys through the NHS and just general orientation and the time to get to know people



**Matt D.**

General Management GMTS Trainee, NHS  
26/07/2021

At least mine was!



**Hannah E.**

26/07/2021

Thank you!

**Hannah T.**

26/07/2021

Thanks!

**Clare R.**

Programme Officer, NHS Leadership Academy

26/07/2021

Hello all - if you are on other specialisms, you get study days for each exam (not assignment); if you are on the GM stream, there is no study leave built in as all assignments are spread over a number of weeks allowing time to complete these, however as Matt said you can work with your placement to negotiate time off if you feel this is needed and this will be at their discretion.

**Roshni P.**

26/07/2021

Thank you! Wow seems intense

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

Hi Roshni - it definitely is, but considering the level of responsibility you get early on its the trade off

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

If it was less intense, you'd have less ownership and ability to learn/try things out

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

It is definitely tough!



## ***How are we assessed on the EGA?***

**General** question asked by **Srenivash J.** | 14 replies

**Dr Linda R.**

Deputy Programme Director, Anderson Programme, NHS

26/07/2021

Hi

The EGA starts with 3 modules and for each module there's a critical assignment and work-based assignments. They're submitted and marked online.

**Srenivash J.**

26/07/2021

Hi, when would the first assignment usually be due by?

**Dr Linda R.**

Deputy Programme Director, Anderson Programme, NHS



26/07/2021

Hi, the first module is four weeks long and the assignments are one 1500 word critical assignment, and one 500 work-based assignment (WBA). You have a reading week then your assignments will be submitted. Module 2 is eight weeks, then a reading week then submission, and module 3 is 12 weeks then a reading week and submission :)

**Srenivash J.**

26/07/2021

Thanks!

**Lily J.**

26/07/2021

Hi Linda that's really helpful, thank you, what are the different credit values of the modules?

**Hannah E.**

26/07/2021

Hi Linda, how are we taught the modules?

**Dr Linda R.**

Deputy Programme Director, Anderson Programme, NHS

26/07/2021

Hi all, module 1 is 10 credits, 2 is 20 and 3 is 30. We have a virtual campus (VC) and we have residentials, usually face to face in Leeds but we've been doing them online. We also have IAG groups which are Inquiry and Application groups of 6 to 8 people and we meet once each module to work on the current topics and assignments. We have online tutorials and meetings, and one to ones.

**Lily J.**

26/07/2021

Hiya just looking at the link to the EGA modules and information and see module 7 is a '3,000 word dissertation proposal 10,000 word Healthcare Leadership case study', is this part of the PGDip so our final assignment in the second year if on the GM specialism?

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

The dissertation is extra, you don't have to do it and if you do it's outside of the scheme

**Lauren B.**

General Management GMTS Trainee, NHS

26/07/2021

Hiya Lily - Module 7 is an extra module you can do after the Scheme to bump your PGDip into an MSc. You can negotiate with your future employer or fund it yourself

**Lily J.**

26/07/2021

Okay thank you for clarifying that!

**Curtis E.**

26/07/2021

If we are offered employment after the scheme and choose to bump it up to an MSc, would we be completing it while doing our new job or would we do it and then begin work?

**Lauren B.**

General Management GMTS Trainee, NHS

26/07/2021

Again, it depends what you negotiate with your new employer - but if it's anything like the other modules you'll want to do it during work (because there's a lot of stuff you tend to do at work and then reflect on in your assignments).

**Curtis E.**

26/07/2021

That makes sense, thanks!



## *Is the 20 day induction all online? or is it split?*

**General** question asked by **Katrina C.** | 16 replies

**Clare R.**

Programme Officer, NHS Leadership Academy

26/07/2021

Hi Katrina, this is dependent on your placement at the moment and what their rules are with Covid. Some placements are able to do the orientation completely face to face, some will be completely virtual and some will take a hybrid approach. Your placement manager will be able to give you a better insight into how this is planned.

**Katrina C.**

26/07/2021

Okay, thank you Clare

**Kealan J.**

26/07/2021

Just to piggy back on this question, will the induction days be full-time, 9-5? I'm assuming yes but it would be great to know

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

Yes, but hours may change

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

E.g. if you do a night shift in A + E or an ambulance ride along

**Lauren B.**

General Management GMTS Trainee, NHS

26/07/2021

Or a 12 hour shadowing session...

**Hannah T.**

26/07/2021



Again piggy backing!! What's the flexibility like in terms of hours? I.e. could you do 8-4/10-6 instead of 9-5?



**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

Its huge Hannah and depends on you rplacement



**Clare R.**

Programme Officer, NHS Leadership Academy

26/07/2021

Hi Hannah, for your actual placement hours, this is negotiable with your placement manager - they may want you to do core hours or they may have core business hours - your placement manager will be able to advise more



**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

I do 8 - 4 as standard but have also done 12 hour days/weekends and i'm just about to start doing 12 - 8 to help with patient flow issues in paediatrics



**Clare R.**

Programme Officer, NHS Leadership Academy

26/07/2021

For orientation, you may have to be a little more flexible as some of the things you wish to see may be outside of normal working hours, but talk to your placement manager about this if this will be an issue and they can find what works for you :)



**Lauren B.**

General Management GMTS Trainee, NHS

26/07/2021

Yeah, to add to this, when I work from home I might do a split shift - 8am-12pm 2pm- 5:30pm



**Hannah T.**

26/07/2021

Oh wow! That does seem very flexible Matt! The hours don't really make much difference to me to be honest, more just out of curiosity haha - I definitely think a little bit of flexibility would be nice though! Do your hours change day to day or is it pretty standard?



**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

Day to day its pretty standard, but due to covid and the respiratory virus surge there have been long periods where things have had to adapt



**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

One of the great things about the scheme is that you are offered real responsibility, but that does come at the cost of having to put a real shift in at times

**Hannah T.**

26/07/2021



Thanks Matt, that makes sense!

## *How many people tend to make up the action learning sets, and what do they do when they meet together?*

**General** question asked by Amy W. | 8 replies



**Lauren B.**

General Management GMTS Trainee, NHS  
26/07/2021

Hi Amy! ALS tends to be about 6-8 people, with a focus on supporting each other in all aspects of work and the scheme. A facilitator helps you talk about things, and helps you to use techniques such as active listening and coaching to work through any issues you can bring.



**Amy W.**

26/07/2021

Thanks Lauren! I'm looking forward to it.



**Harry G.**

26/07/2021

Hello! Just to build on this, how often can we expect action learning sets to occur?



**Lauren B.**

General Management GMTS Trainee, NHS  
26/07/2021

It tends to be arranged with your group - but ours are about every 4-8 weeks. There's a lot of diary juggling to be done at times!



**Lauren B.**

General Management GMTS Trainee, NHS  
26/07/2021

I will also say that one of the ex-grads at my current placement graduated from the scheme several years ago, and her ALS group still meet twice a year, and she still gets a lot out of it!



**Matt D.**

General Management GMTS Trainee, NHS  
26/07/2021

Yes - I worked with a guy who was on one of the first cohorts of the scheme, and is currently the managing director of south tees trust. His ALS still meets!



**Matt D.**

General Management GMTS Trainee, NHS  
26/07/2021

Over a decade since it started!

**Harry G.**

26/07/2021



Thank you, amazing to hear that ALS groups still meet after the scheme! They definitely seem great for support and development.



## *How much time roughly per week do we spend studying?*

**General** question asked by **Eleanor B.** | 37 replies



**Matt D.**

General Management GMTS Trainee, NHS  
26/07/2021

Hi Elenor, I personally tend to do about 3/4 hours a week on a saturday morning. This is a routine I had from when I was a teacher, so it works well for me



**Eleanor B.**

26/07/2021

Hi Matt, brilliant, thank you!



**Dr Linda R.**

Deputy Programme Director, Anderson Programme, NHS  
26/07/2021

Hi Eleanor, which specialism are you?



**Roshni P.**

26/07/2021

Hi Linda, I am general management. I was wondering whether there were study days structured into our weekly/monthly timetable, or whether it is just down to us to study around day to day work?



**Jack W.**

26/07/2021

Hi there! Just a similar follow-up question. On the EGA participant guide, it says that as part of the EGA Programme you'll be working for at least 15 hours a week, I wanted to ask if that was meaning 15 hours of study time outside of working hours. I'm on the General Management specialism myself so just trying to get an understanding of the outside of work studying times/commitments.

Cheers!



**Matt D.**

General Management GMTS Trainee, NHS  
26/07/2021

As General Management, you do not get mandated study days. You have to ask your placement to accommodate them



**Roshni P.**

26/07/2021

As I was speaking to a friend on the Finance scheme who has 2 study days per week so I didn't know if general management was the same?

**Matt D.**



General Management GMTS Trainee, NHS

26/07/2021

My placement gave me 2 days to do module 3, which is the biggest module of the first year but no others



**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

Hi Jack - that is 15 hours in addition to your job



**Dr Linda R.**

Deputy Programme Director, Anderson Programme, NHS

26/07/2021

Hi all, I asked about specialisms because obviously some people will be studying for finance and HR in addition to the Anderson Programme. Yes you're right the Anderson guide suggests 15 hours but the Anderson programme is an applied leadership programme, so many of the activities involve working with your colleagues. Don't be alarmed at the study amount because it is a guide and you'll have lots of support.



**Lauren B.**

General Management GMTS Trainee, NHS

26/07/2021

Hi Roshni! No, unfortunately we don't get standard study days on General Management - and you don't tend to need them quite as much as Finance or HR. They're studying 2 courses on top of the day job. You tend to learn the most by being in work for General Management (though negotiating a day a week once you're in module 2 is really handy!)



**Roshni P.**

26/07/2021

Thank you all for your responses, very helpful!



**Hannah T.**

26/07/2021

Hi Lauren, would you say (you may have no clue!) that people who ask for study leave tend to get it or is it less common?



**Hannah E.**

26/07/2021

How long do you spend studying each week Lauren? (Trying to work out how close time spent is realistically to the 15 hours figure)



**Lauren B.**

General Management GMTS Trainee, NHS

26/07/2021

Hiya Hannah! I've found that most people do get study leave if they talk to their placement managers about it. Some of the 'newer' placement managers don't tend to understand the need, so it can be just about setting some expectations with each other of how it will impact, on what kind of flex you can achieve to support services



**Jack W.**

26/07/2021

Thank you all, that is amazingly helpful!



**Clare R.**

Programme Officer, NHS Leadership Academy

26/07/2021

Hello all, just to reiterate too that there is an expectation that there will be study time needed on top of your placement for all specialisms, whether this is exam revision, assignment writing or assignment research. For those on the GM stream, the work you are set will cross over with your placement a lot, and so you may be able to undertake some of the requisite work within your placement however there will be work for you to complete out of placement hours too. If you feel that you need study time for any module, your placement manager will be the one to agree to this and it will be at their discretion how this works (may be a set amount of time per week or may be a one-off event). Always reach out to us and your TSM though if you are struggling and we can help!

**Lauren B.**

General Management GMTS Trainee, NHS

26/07/2021

Hi Hannah! For me it really varies depending on my workload at the placement. If I have a big project coming up, or needing paperwork finishing, I might only squeeze a couple hours of studying in alongside the extra hours I'm putting into projects.

All in all, I'd say 15 hours is about right for an average. I like to do an hour or two after work, and then a bit of time each weekend.

**Hannah T.**

26/07/2021

Thanks so much! My placement managers both seem very accommodating and want to help me as much as possible which is great. At what point would you say it's best to ask about it?

**Hannah E.**

26/07/2021

Thanks again Lauren! And are the work based assessments essay based?

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

I think let yourself settle in Hannah and get a feel for it

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

But its a very individual question, so the right answer for me isnt necessarily the right answer for you

**Hannah T.**

26/07/2021

Yes totally get you, if I can manage it all fine then there is no need for me to ask! :)

**Hannah E.**

26/07/2021

Also, do the assessments go on for the whole year or is there a break between modules say in Summer etc?

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

At the same time though hannah, don't be afraid to ask if you need support

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

I was definitely guilty of that and wish I'd have brought it up sooner



**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

There is a break Hannah



**Lauren B.**

General Management GMTS Trainee, NHS

26/07/2021

Hi Hannah, with regards to the Work Based Assignments - they're actually 500 word 'reflections'. Really easy once you get in the swing of them



**Hannah T.**

26/07/2021

Hi Lauren, are they the same sort of 'reflection' as we had to complete in the AC?



**Dr Linda R.**

Deputy Programme Director, Anderson Programme, NHS

26/07/2021

Hannah the Anderson Programme year one runs for about 9 months. If you start in November the PG Certificate element will end next July 2022. Then there's a break of about three months before starting the Certificate.



**Dr Linda R.**

Deputy Programme Director, Anderson Programme, NHS

26/07/2021

Sorry, the Diploma



**Lauren B.**

General Management GMTS Trainee, NHS

26/07/2021

I honestly can't remember what the AC ones were like!! But don't worry - your tutor will go through how they're written for you, and you'll get to send drafts for checking too



**Dr Linda R.**

Deputy Programme Director, Anderson Programme, NHS

26/07/2021

Hi Eleanor, as Lauren says, you can send full drafts of your 'reflective' Work-based assignments, and get feedback :)



**Eleanor B.**

26/07/2021

I have just realised by responses in this discussion were coming through as Roshni P, but I am Eleanor B which is really strange, I don't know how that happened, but apologies everyone



**Lauren B.**

General Management GMTS Trainee, NHS

26/07/2021

That's okay Eleanor - it's just going to be your new nickname now haha!

**Roshni P.**



26/07/2021

It's a great nickname Eleanor if I do say so myself ;)

**Roshni P.**

26/07/2021

This thread has been very insightful! Thank you so much

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## *Is there anything we can be doing now to prepare prior to starting our studies?*

[General](#) question asked by   **Natalie S.** | 6 replies

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

Hi Natalie - no, I don't think so

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

It's very bespoke, and you tend not to get access until you start learning

**Natalie S.**

26/07/2021

Okay great, thanks Matt!

**Clare R.**

Programme Officer, NHS Leadership Academy

26/07/2021

Hi Natalie, nothing to prepare - you will be given everything you need once you have access to the course materials, but if you are itching to get stuck in, I would say read around anything NHS related - the Kings Fund is a good place to start and has some brilliant resources on their website!

**Natalie S.**

26/07/2021

Fab, thank you Clare! :)

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

I second this, the Kings Fund reports are excellent!

## How will the education elements be provided given COVID?

Will they be online or in person?

[General](#) question asked by  **Zoe R.** | 7 replies



**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

Hi Zoe, they are all online at the moment



**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

We've been promised this will be looked at once national rules change



**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

I think most grads are eager to get back to face to face so hopefully this changes soon depending on the national picture



**Zoe R.**

26/07/2021

Thanks Matt, that's helpful. Hopefully things will be able to get back to face to face soon!



**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

I'm 100% with you on that!



**Dr Linda R.**

Deputy Programme Director, Anderson Programme, NHS

26/07/2021

Hi Zoe, during the last year all of the Anderson programme has been online, but we are now holding our small group work in person when that's possible :)



**Zoe R.**

26/07/2021

Thank you, that's really useful to know

## Will we be working from home initially? If so, will we be provided with resources for this such as laptops etc?

[General](#) question asked by  **Eleanor W.** | 9 replies



**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

Hi Eleanor, it very much depends on your placement



**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

I'm currently operational and in an hospital so I'm in every day, and haven't really worked at home at all since starting. Others have worked more of a mix, some have been more at home



**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

You can have the discussion with your placement around this. I'm about to start on my flexi/2nd placement and I've made my preference for in person clear and they are happy to accommodate that for me



**Eleanor W.**

26/07/2021

Great thank you.



**Lily J.**

26/07/2021

What are you doing for your flexi Matt? :)



**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

I'm going here - [www.yhahsn.org.uk/](http://www.yhahsn.org.uk/)



**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

I've been involved with some of their projects currently and they are all brilliant, so looking forward to being on the other side of it



**Lily J.**

26/07/2021

Ooh that looks really interesting, have the best time!



**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

That's the aim!



## *Will the programme involve writing a dissertation?*

[General](#) question asked by **Amy W.** | 8 replies

**Lauren B.**



General Management GMTS Trainee, NHS

26/07/2021

Hi Amy! If you carry on to do a masters there'll be a dissertation - but the standard EGA as part of the scheme consists of Essays and Work Based Assignments.



**Amy W.**

26/07/2021

Great, thank you. Could you give any examples of what previous candidates have written about for their dissertations?



**Sneha S.**

26/07/2021

How much extra would a master's degree cost? And are there scholarships or similar available?



**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

Sneha - I think its funded?



**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

Amy - a clinical colleague of mine is writing hers on the concept of the leader as a servant and how that translates into her practice



**Amy W.**

26/07/2021

Thanks Matt, that sounds really interesting



**Clare R.**

Programme Officer, NHS Leadership Academy

26/07/2021

Hi Sneha, this is not funded by the NHS Leadership Academy, however your organisation at the end of your placement may be willing to fund this!



**Sneha S.**

26/07/2021

Great, thank you!

## *Will the residentials be in person or virtual for our cohort?*

[General](#) question asked by Lily J. | 7 replies



**Gabrielle A.**

26/07/2021

To add to this, when will we know the dates of these?

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

So far this year, all mine have been virtual and we have been told that they are not 100% on the answer for next year yet due to the national covid picture

**Clare R.**

Programme Officer, NHS Leadership Academy

26/07/2021

Hi Gabrielle, the EGA dates don't start until the winter, so the dates will be released closer to the time. Hopefully by then, UOB will have a better idea of the national picture in regards to face to face or virtual delivery and so we will be able to confirm that at that point.

**Gabrielle A.**

26/07/2021

Thank you :)

**Amy W.**

26/07/2021

If the residentials are in person, where would they be?

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

Good question Amy. I'm hoping a mega posh hotel! I think in the best they've been in Leeds, where the Leadership Academy is based but I could be wrong on that one

**Clare R.**

Programme Officer, NHS Leadership Academy

26/07/2021

Correct - residentials would in Leeds at the NHS Leadership Academy. We're (almost) like a really posh hotel though if that helps :)

## ***What can we expect in the 2 day National Welcome Event?***

[General](#) question asked by **Hannah E.** | 7 replies

**Clare R.**

Programme Officer, NHS Leadership Academy

26/07/2021

Hi Hannah, the 2 day national welcome event will be your first chance to meet the rest of your cohort. We bring together all trainees on your intake and the days will cover guest speakers, specialism information and networking. We won't give too much away as it's a great 2 days, but get excited for what you will see! :)

**Katrina C.**

26/07/2021

When exactly is the 2 day Welcome Event?

**Clare R.**

Programme Officer, NHS Leadership Academy

26/07/2021

This is the 06 and 07 September - more information has been included in Gradmails and we will keep updating you in each gradmail that comes your way.

**Hannah E.**

26/07/2021

Thank you Clare

**Natalie S.**

26/07/2021

Hi Clare, as the Welcome Event is virtual does this mean we do not need to be in our placement organisations for the first couple of days? Additionally, does this mean we need to sort out our IT equipment prior to September 6th so we can attend the virtual Welcome Event? Thanks!

**Clare R.**

Programme Officer, NHS Leadership Academy

26/07/2021

Hi Natalie, this is correct - you are able to work from home for this if you want and can join from a personal device (or equally if your placement has asked you to be in the office for meetings/welcomes on these days after the event, you may find it easier to go in). You can use your placement IT if you have this, but if not, a personal device will work just fine :)

**Natalie S.**

26/07/2021

Great, thanks Clare!

## *Is anyone else going to be based in the North East?*

I am in Northumbria Healthcare Trust

[General](#) question asked by **Eleanor W.** | 5 replies

**Sophie H.**

26/07/2021

Hi Eleanor, I am based in Middlesborough :)

**David F.**

26/07/2021

Hi, I am going to be based in Gateshead

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

I know a few graduates from my cohort are there and they love it, so you will definitely have some company!

**Alistair W.**



26/07/2021

I'm in Middlesbrough also, for both placements :)

**Eleanor B.**

26/07/2021

I am based in Newcastle at NHS BSA :))

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## *Do we have any dates yet for any of the academic learning?*

[General](#) question asked by **Hannah T.** | 5 replies

**Dr Linda R.**

Deputy Programme Director, Anderson Programme, NHS

26/07/2021

Hi

Which academic learning do you mean Hannah?

**Hannah T.**

26/07/2021

The residentials etc :)

**Dr Linda R.**

Deputy Programme Director, Anderson Programme, NHS

26/07/2021

It would depend on the date of your intake.

**Hannah T.**

26/07/2021

I'm in the Sept 2021 intake if that helps?

**Dr Linda R.**

Deputy Programme Director, Anderson Programme, NHS

26/07/2021

Hi Hannah, so you may also be doing an academic course in finance or HR, on the Anderson Programme you'll be doing your Post Graduate Certificate in Healthcare Leadership and it will start late October/early November depending on your group. It runs through to July of the following year :)



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## *Is the course orientated around learning new skills, e.g. excel, for the job or about reflecting on the job?*

[General](#) question asked by **Lily J.** | 5 replies

**Matt D.**



General Management GMTS Trainee, NHS

26/07/2021

Hi Lily - you'll definitely learn new skills, but more around how to manage, how to build effective teams, how to communicate/negotiate across systems



**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

Excel is helpful but learning that side of it has been very much on the job learning for me!



**Lauren B.**

General Management GMTS Trainee, NHS

26/07/2021

I'll just add to this that, as part of your placements, you'll also have access to the organisations learning - which often includes things like Excel and Word training if it's something you're interested in looking at!



**Lily J.**

26/07/2021

Brilliant thank you!



**Dr Linda R.**

Deputy Programme Director, Anderson Programme, NHS

26/07/2021

Hi Lily, the Anderson Programme component of your scheme is about leadership development. It's an applied academic programme and many of the activities involve your team, wider colleagues and your organisation. So you'll be developing a whole range of skills and knowledge.



## *Will I receive a work laptop for the my induction on the 6th of September?*

**General** question asked by **Elizabeth L.** | 6 replies



**Katherine B.**

Manager, NHS

26/07/2021

Morning - this is something which would be organised by your placement so ideally your programme or placement manager will be able to confirm whether these will be available. You should have received their contact details to get in touch, but contact us on [graduateenquiries@leadershipacademy.nhs.uk](mailto:graduateenquiries@leadershipacademy.nhs.uk) if you are unsure.



**Lily J.**

26/07/2021

Hi there, I still haven't received the contact details of my managers and have tried emailing 2 or 3 different addresses over the last 6 weeks but am struggling to get responses even from chaser emails, could you help me out?



**Clare R.**

Programme Officer, NHS Leadership Academy

26/07/2021

Hi Lily, if you email us on the address above, we will look into this for you. Apologies about this! Can I ask what region you are in?

**Lily J.**

26/07/2021

Thank you, I'm based at GOSH in London

**Clare R.**

Programme Officer, NHS Leadership Academy

26/07/2021

Fab thank you - we will pick this up outside of this pathmotion and get back to you.

**Lily J.**

26/07/2021

Thank you so much, I've just emailed that address



## *What modules are involved in the programme?*

**General** question asked by **Amy W.** | 10 replies**Lauren B.**

General Management GMTS Trainee, NHS

26/07/2021

Hi Amy, the modules can all be found on page 10 of the following document: [www.leadershipacademy.nhs.uk/wp-content...](http://www.leadershipacademy.nhs.uk/wp-content...)**Amy W.**

26/07/2021

Wonderful, thanks Lauren

**Lauren B.**

General Management GMTS Trainee, NHS

26/07/2021

Just to note - the leaflet IS for an old cohort, but the module titles remain the same :)

**Hannah E.**

26/07/2021

I've noticed that module 7 is a dissertation proposal and 10,000 word healthcare leadership case study. Is this part of the general management course as I'm aware we don't do a diss?

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

No, its additional

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

You can choose to do it after you finish the scheme

**Lauren B.**

General Management GMTS Trainee, NHS

26/07/2021

Which then bumps you up to an MSc instead of PGDip

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

Can I just applaud you on the hair in your pic Lauren. Very stylish

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

I'm quite jealous

**Lauren B.**

General Management GMTS Trainee, NHS

26/07/2021

Shame it doesn't look like that post - covid though!!

## *Could you tell me a bit more about the support available for our flexi-placemens?*

Ideally I would like to do my Flexi placements with pharmaceutical companies. Would I be able to be connected to other trainees who have done their Flexi placement there to gain some advise?

[Career Choices](#) question asked by **Rohan J.** | 7 replies

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

Hi Rohan

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

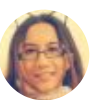
Closer to the time the scheme release a massive list of flexi placements that are organised centrally that you can choose from

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

Alternatively you can reach out to people to make your own

**Sneha S.**

26/07/2021

Just to piggyback off Rohan's questions, would flexi placements at academic/medical journals like the BMJ be an option?

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

People are generally quite receptive, as they get someone with good nhs experience for free for a couple of months!

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

Sneha - I think flexi placements are available with anyone, as long as you can demonstrate it will be valuable to your learning and they want you

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

You do have the option to organise your own outside of the centrally organised placements

## ***I have not yet received the contact details for my placement managers- who should I contact about this please?***

[General](#) question asked by **Elinor L.** | 3 replies

**Katherine B.**

Manager, NHS

26/07/2021

Hi Elinor - I have just checked your region and sent an email requesting these to your trainee support manager. You should received these shortly - but do check any junk mail folders and make sure you are getting all your comms from us. You can also get in touch with us via [graduateenquiries@leadershipacademy.nhs.uk](mailto:graduateenquiries@leadershipacademy.nhs.uk).

**Elinor L.**

26/07/2021

Thats brilliant, thank you Katherine!

**Lily J.**

26/07/2021

I'm in the same position! Have just emailed that address

## ***Could I have some more information about how the EGA programme works on the HR specialism?***

[General](#) question asked by **Pippa G.** | 10 replies

**Matt D.**

General Management GMTS Trainee, NHS



26/07/2021

Hi Pippa

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

I think this chat is specifically for General Management so not sure we can help with that one?

**Lauren B.**

General Management GMTS Trainee, NHS

26/07/2021

Hi Pippa! With the HR Specialism, you only do the First year of the EGA course :)

**Dr Linda R.**

Deputy Programme Director, Anderson Programme, NHS

26/07/2021

Hi Pippa, as an HR specialist you'll complete the Post Graduate Certificate in Healthcare Leadership on the Anderson Programme. It's three modules and lasts approximately nine months.

**Clare R.**

Programme Officer, NHS Leadership Academy

26/07/2021

Hi Pippa - all correct above! You do EGA and HR in your first year (or for roughly the first 9 months) and then in your second year, you will have completed EGA and will focus solely on HR!

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

Looks like we can help, my apologies Pippa!

**Pippa G.**

26/07/2021

That's great, thank you all for your help!

Is there anymore information you can give me about how doing the EGA works over 9 months, as opposed to 24 months?

**Lauren B.**

General Management GMTS Trainee, NHS

26/07/2021

Hi Pippa! You only study the first 3 modules when you're not on General Management, an you get about 3 months per module (as an average)

**Clare R.**

Programme Officer, NHS Leadership Academy

26/07/2021

Correct - you do 3 modules if you are on the HR specialism which leads to a PG Certificate. Those on the GM stream will then continue in their second year to do Modules 4, 5 and 6 which leads to a PG Diploma.

**Pippa G.**

26/07/2021

Perfect - thank you both for your help!



## *What sort of day to day things can we expect to get up to?*

I know it will vary between placements, but I wondered if there was anything that was similar across placements?

[General](#) question asked by **Alice B.** | 5 replies



**Lauren B.**

General Management GMTS Trainee, NHS  
26/07/2021

Your placements are split between Operational (first year normally) and Strategic (second year normally) - so there's some things that you tend to do that are common across all, such as managing a small team of people, service management and/or improvement.



**Lauren B.**

General Management GMTS Trainee, NHS  
26/07/2021

There's a huge variation, but one of the best things about the course is that you can work with your programme and placement managers to get what you want out of your placement. If you want to run a project, they'll find one for you. If you want to lead on a management of change, they'll support you as best they can to do so. The placements truly are whatever you make of them!



**Alice B.**

26/07/2021

Oh wow that sounds really cool! So would we be expecting to work with all different members of staff and patients in the hospital depending on what we want to do?



**Clare R.**

Programme Officer, NHS Leadership Academy  
26/07/2021

Hi Alice - correct! There tends to be no limits as to where you can stretch with GMTS. You will have access to anything and everything and so can ask to work in a certain area should something come up that you are interested in! You will definitely be working with all different members of staff from different teams if your placement is hospital based.



**Alice B.**

26/07/2021

Thank you! It's so exciting to have so many opportunities at our feet!

## *What sorts of roles do people from the general management cohort go into after the scheme has finished?*

[Career Choices](#) question asked by **Victoria S.** | 10 replies



**Matt D.**

General Management GMTS Trainee, NHS  
26/07/2021

Hi Victoria



**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

The General Management specialism is so wide its hard to say really. The NHS is massive and the skills you get are hugely transferrable and valuable



**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

I think a lot of people tend to go into operational roles e.g. service management, operational management and things like that but the opportunities are massive. Some people even cross specialities

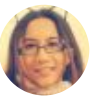


**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

One of the beauties of the scheme I think is that your rotations give you a wide experience, and then where you go from there is totally up to you



**Sneha S.**

26/07/2021

Is it common/possible to move to the DHSC after completing the scheme?



**Clare R.**

Programme Officer, NHS Leadership Academy

26/07/2021

Hi Sneha, entirely possible for you to move into any area after the scheme, though we do hope people will choose to stay in the NHS with us :)

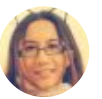


**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

Anything is possible. I was a senior policy officer before starting the scheme and I think skills are definitely transferable



**Sneha S.**

26/07/2021

Exciting to have so many opportunities!



**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

It really is, its hard work but thats the cost of the opportunities and its more than worth it



**Victoria S.**

26/07/2021

Great thank you all :)

## ***Does everyone complete the EGA, and is that awarded as a Masters or is the MSc separate qualification?***

**General** question asked by  **Malachy F.** | 13 replies



**Lauren B.**

General Management GMTS Trainee, NHS  
26/07/2021

Hi Malachy! Everyone does the EGA component, but it varies as to how far you go into it, or for how long you study. General Management specialism do it for two years, progressing to a PGDip. All other specialisms only do the PGCert (one year EGA).

As part of the General management specialism, you can take it on for an extra module and progress to an MSc, but it needs the funding arranging for this.



**Lauren B.**

General Management GMTS Trainee, NHS  
26/07/2021

Hope that helps!



**Malachy F.**

26/07/2021

Oh right I see, so funding is arranged through our placements?



**Matt D.**

General Management GMTS Trainee, NHS  
26/07/2021

Malachy, funding for the first 2 years is taken care of, its funding for the Msc conversion that isn't taken care of and you need to arrange yourself/with your new job



**Matt D.**

General Management GMTS Trainee, NHS  
26/07/2021

I just learnt that today too!



**Kate S.**

26/07/2021

Just to piggy back on Malachy's question, at what point do we have to arrange the funding for the Msc conversion, if we choose to do it?



**Clare R.**

Programme Officer, NHS Leadership Academy  
26/07/2021

Hi Malachy - yes; if you want to convert the PG Dip to a Masters, this can either be self funded, or you can ask your organisation to fund this (depending where you are at the end of your scheme). If you are interested once you get to the end of the scheme, please reach out to us and the UOB and we can both advise more on next steps.



**Clare R.**

Programme Officer, NHS Leadership Academy  
26/07/2021

Hi Kate - this would happen at the end of the scheme once you are close to completing your PG Dip if you want to go straight into your Masters, or you can take a break and come back to it if your plans change - we can advise better closer to the time.

**Kate S.**

26/07/2021

Okay great thank you!

**Malachy F.**

26/07/2021

Thanks, this makes much more sense to me now!

**Lily J.**

26/07/2021

Maybe a silly question but is there any sort of celebration/graduation on completion of the course/scheme?  
I'm really sad to not be having a graduation due to it being cancelled because of COVID :(

**Clare R.**

Programme Officer, NHS Leadership Academy

26/07/2021

There is indeed! You will 'graduate' with your cohort at the end of the scheme (restrictions permitting) :)

**Clare R.**

Programme Officer, NHS Leadership Academy

26/07/2021

We will send out more information to you as it comes to that time, however all being well, this will be in person!



## *When can we expect to receive our contracts?*

[General](#) question asked by **Kate S.** | 3 replies

**Kate S.**

26/07/2021

I've had my NHS email and I'm pretty sure my pre-employment checks are complete so I was just wondering when I could expect my contract to come through?

**Katherine B.**

Manager, NHS

26/07/2021

Hi Kate - you should receive your contract as soon as your preemployment checks are complete. This process is done in batches, so trainees will receive contracts at different times, depending on where you are in the onboarding process. Stay in touch with us and if you have not received it in the next few weeks then email us on [graduateenquiries@leadershipacademy.nhs.uk](mailto:graduateenquiries@leadershipacademy.nhs.uk).

**Emily C.**

26/07/2021

Hi, I haven't been able to send in my degree certificate yet, will I not receive my contract until this has been done? (It hasn't arrived in the post yet)



## When would the flexi placements take place during the 2 years?

[General](#) question asked by **Emily C.** | 5 replies



**Matt D.**

General Management GMTS Trainee, NHS  
26/07/2021

For General Management, in between your first and 2nd placement



**Matt D.**

General Management GMTS Trainee, NHS  
26/07/2021

So for me, my first placement was 12 months, 2 month flex, then 10 month 2nd placement



**Emily C.**

26/07/2021

Okay great thanks! I have been allocated three placements, so would my flexi placement be in between the first and second one still?



**Katherine B.**

Manager, NHS  
26/07/2021

Hi Emily - are you on the General Management stream ? Then the above information would be correct. It may be that you are on an ICS style placement - which would mean you Flexi would be between your second and third placements.  
Katherine



**Emily C.**

26/07/2021

Yes I'm on the GM stream - okay great thank you

## What can I do to prepare and ease my anxiety?

I'm really excited to start but extremely nervous. I've made times to meet with my placement and programme manager, I'm afraid I'll ask the wrong questions!

[General](#) question asked by **Fatima A.** | 17 replies



**Matt D.**

General Management GMTS Trainee, NHS  
26/07/2021

Hi Fatima



**Matt D.**

General Management GMTS Trainee, NHS  
26/07/2021

You're not alone, I and pretty much everyone else felt the same

**Matt D.**

General Management GMTS Trainee, NHS



26/07/2021

I would definitely recommend reaching out to your gmts buddy who can offer some tips

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

I'm also here on matt.davies@nhs.net if I can help ease any anxieties

**Emily C.**

26/07/2021

I am quite nervous as well! But also very excited and I'm sure we get lots of support along the way

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

It can and will be overwhelming, but you are starting a big new career and that's to be expected. You will get through it, I promise. Waiting is the worst part. Once you start, you'll be swept away in the whirlwind

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

One thing to note Fatima - there are no wrong questions

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

The NHS is very used to trainees with a constant rotation of clinical trainees, and as an organisation it's very good at dealing with new people. Everyone I've worked with has been mega generous with their time and expertise, and is always happy to explain things

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

A lot of the time they appreciate the opportunity to explain, as doing so can expose flaws in arguments and you can offer fresh perspectives that can help drive change

**Fatima A.**

26/07/2021

Thank you for answering! I have my NHS email now but I how would I get in contact with my buddy, I have their name.

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

Do you have their email? A welcome email tends to get sent out with contact details etc

**Matt D.**

General Management GMTS Trainee, NHS

26/07/2021

I'd suggest asking the person who sent you their name?

**Clare R.**

Programme Officer, NHS Leadership Academy  
26/07/2021

It's entirely normal to be nervous - it's very a much a step into the unknown! What helps though is your placement and programme managers do go through training with us, so they know exactly what to expect. They may also have had trainees before in that placement, in which case they are very skilled in what works well. We provide you with a brilliant support network too that you can use as much as you like - TSMs, Education Coordinators, Buddys... - if you are feeling nervous, a lot of other people are too, so reach out to your intake. We recommend starting up a WhatsApp group if this hasn't been done already - feel free to use Pathmotion to do so (create a new question and collect people's numbers) :)

**Clare R.**

Programme Officer, NHS Leadership Academy  
26/07/2021

Fatima - if you don't have your buddy's name or contact yet, this may not have been confirmed. Your local academy can help with this - they are the ones who send out all placement information. If you are stuck though, let me know: [clare.robertshaw@leadershipacademy.nhs.uk](mailto:clare.robertshaw@leadershipacademy.nhs.uk)

**Fatima A.**

26/07/2021

Ok thank you so much! I'll do that

**Matt D.**

General Management GMTS Trainee, NHS  
26/07/2021

Fatima - our cohort has a group on teams which has been a real lifeline through the pandemic

**Lauren B.**

General Management GMTS Trainee, NHS  
26/07/2021

I'll second what Matt has said too! If you need extra support, feel free to contact any of us! [lauren.bland1@nhs.net](mailto:lauren.bland1@nhs.net)

## ***I've tried to get in contact with my programme manager but have had no response. How should I proceed?***

Is it as important to get in contact with them as your placement managers? (I have met both of those).

**General** question asked by **Hannah T.** | 7 replies

**Matt D.**

General Management GMTS Trainee, NHS  
26/07/2021

I think initially your placement managers are key

**Matt D.**

General Management GMTS Trainee, NHS  
26/07/2021

So rest easy!

**Natalie S.**

26/07/2021



In regards to our placement managers, do we need to reach out to both or just our first placement manager for the time being?



**Matt D.**

General Management GMTS Trainee, NHS  
26/07/2021

It might be worth asking them to link you into your programme managers



**Lauren B.**

General Management GMTS Trainee, NHS  
26/07/2021

Hi Natalie, Placement 1 manager is the most important - but it's great to reach out to both of them if you can



**Hannah T.**

26/07/2021

Amazing thanks so much!



**Natalie S.**

26/07/2021

Okay will do, thanks Lauren!