

Growing a leadership faculty to support LEEP



Background: (Leading through Education to Excellent Patient care) delivery.

HEE (Health Education England) has championed delivery of the four session LEEP education program in London since 2021.

To facilitate faculty development to sustainably grow LEEP delivery we devised and assessed a faculty training model.

Methods:

- ✓ Consultants, SAS doctors and experienced management were invited to attend a LEEP faculty development day. As a group they offer leadership experience and are a stable workforce who are able to deliver future LEEP sessions reliably. The full 4 session LEEP program was condensed into an intense one day course.
- ✓ Course materials (including presentations and lesson plans) were made available to faculty candidates beforehand, enabling focus on delivery techniques over content.
- ✓ Sessions ran face-to-face and written feedback was obtained.

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“Excellent course and delivery. An excellent opportunity for juniors to be exposed at an early stage of their career”

“Very good, much better in one day”

“Brilliant”

“Excellent session. Pitched perfectly as how to facilitate sessions rather than trying to “Teach about leadership””

Results:

- 3 sessions were run; July 2022, November 2022 & May 2023*
- 31 individuals attended both sessions (9 July, 16 November, 6 May). 1 senior manager, 1 SAS Dr & 26 consultants attended the sessions. 2 Education Fellows and 1 senior trainee also attended.

	July	Nov	May*
After todays session how confident would you be in facilitating the LEEP programme (1-10)	7.8	7.2	8.3
After today’s session, how confident do you feel leading the discussion components of the course? (1-10)	8.2	7.1	8.3
How would you rate the content of the course? (1-10)	9.3	9	9.2
Would you recommend the Faculty development day to others? (y/n)	100% Yes	100% Yes	100% yes

13 attendees (41.9%) have since delivered/ booked to deliver LEEP sessions

Learning points:

Condensing the LEEP programme in this way, to a targeted, senior, permanent workforce, with a view to develop faculty is a viable, efficient option in leadership education.

*Session delivered after deadline for abstract submission, further data from that session included for poster presentation.