



BRAVER LEADER PROGRAMME

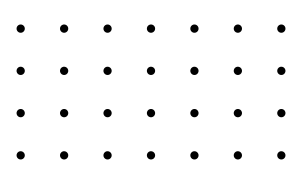


DEVELOPED BY

Professor Lynda Holt
CEO, The Braver Group

Professor Brian Dolan OBE
Director, The Braver Group





DEVELOPING BRAVER LEADERS

Shifting priorities, tight budgets, and high user expectations, are an everyday reality for many of health care organisations, and those leading direct patient care are feeling it. Working in emotionally charged environments, with tired, overwhelmed staff requires a different level of self management as well as the personal courage to lead differently.

The Braver Leader Programme is based around the ICARE Framework (Holt & Dolan 2018), which considers five human elements of leadership needed today.

Inclusion moves thinking beyond EDI into what it really takes to create safe inclusive environments for both staff and patients
Compassion explores the relationship between fear, judgement and staying connected

Attitude enables you to explore how you show up and the impact you have on others

Resilience dispels some of the myths around mental toughness and considers how emotional agility might just save your sanity

Engagement pulls everything together exploring how you do what you do.



Holt & Dolan 2018

WHAT MAKES THIS DIFFERENT?

The programme combines behavioural science, leadership expertise, and operational experience to give you the space, structure, and support you need to be a braver leader. It will help you maintain authority without losing humanity, stay calm and decisive under pressure, and create cultures people want to work in.

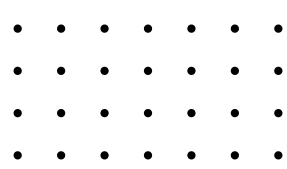
The programme is based combines experiential learning, guided activities based on real leadership challenges, and facilitated peer mentoring to giving you things you can use from day one.

This is a deep, practical, and human development experience designed to help you grow into the leader you want to be.

PROGRAMME AT A GLANCE

- 6 in-person workshops across three modules
- 3 peer mentoring groups to build networks and shared practice
- 1:1 coaching for personal growth and clarity
- 360 feedback & Insights Discovery to deepen reflection
- An online hub with resources, discussion, and facilitator access
- A copy of Dolan et al (2024) 'A clinician's survival guide to leadership and management on the ward'





WHO IT IS FOR:

Ward / unit / department manager roles who are

- Open to reflection, challenge, and growth
- Prepared to explore current behaviours, challenges and aspirations
- Willing to work collaboratively with fellow programme participants
- Ready to strengthen their leadership impact
- Undertake a small project in their own area of work
- Supported by their line manager to participate fully

PROGRAMME OBJECTIVES:

The specific programme content is tailored to the stage of participants' leadership journey, areas of work, and organisational needs. All programmes aim to enhance the following:

Personal Growth as a Leader

- Enhanced self-awareness
- Understanding your impact
- Deepening your reflective practice
- Owning your leadership presence

Inspiring and Leading Others

- Engaging communication in uncertainty and conflict
- Leading with emotional agility
- Implementing ICARE leadership model in everyday practice
- Holding a vision for practical change and value driven care

Collaboration with Leadership Peers

- Building effective and collaborative leadership relationships
- Creating healthy workplace cultures
- Sharing of ideas and best practice
- Expand leadership capability across ward / unit / department managers



This programme is accredited by the Institute of Leadership (UK)

PROGRAMME COSTS:

Cost per Delegate

£3,250.00

Includes all training materials, psychometrics and 360 feedback.
Excludes any VAT, travel, accommodation, room hire costs

Minimum cohort of 20 and a maximum of 28





PROGRAMME IN DETAIL

MODULE 1

Day 1 - Managing Yourself

ICARE Leadership Framework
Understanding your strengths
Your narrative crafts your future

Day 2 - Leading Others

Your leadership priorities
Getting the best from your team
Working with challenging people



MODULE 2

Day 1 - Inclusive Workplaces

Exploring Inclusion at work
Understanding generations in your workplace
Building psychologically safe environments

Day 2 - Leading Change

Creating ownership
Harm free care
Leading local QI
Project outline



MODULE 3

Day 1 - Creating Healthy Workplaces

Belonging and team culture
Leading with emotional agility
Communicating with clarity and impact

Day 2 - Keeping It Going

Managing competing priorities
Developing your team
Show & tell project presentations

PEER MENTORING GROUPS

3 x Small Group Peer Mentoring

(1.5hrs online)

These are a critical part of the programme. They offer you the opportunity to collaborate, work through challenges, share successes and build peer to peer support. Attendance at these is expected.

1:1 COACHING

2 x 75 min Coaching Session

(delivered online)

These are designed to help you get the best from your 360 feedback and creates the space for you to discuss what matters to you. Your coach will help you to identify and plan your own development.

SUPPORTING TOOLS

360 Feedback

This will be introduced at the beginning of the programme so that participants can explore their feedback during their coaching session.

Insights Discovery Profiling

Helping you to understand how you communicate and recognise how to get the best from others.

LEARNING LIBRARY

You will have access to an online learning hub rich in bite sized leadership learning, resources for deeper study. This is private to your cohort and the course team.



WHEN LEADERS GET BRAVER, EVERYTHING CHANGES

PROGRAMME LEADERS



Professor Lynda Holt

CEO, The Braver Group and Honorary Professor of Social Leadership, University of Salford

Lynda is a cultural force in leadership. She has led through crisis, conflict, and complexity for over 30 years, as an emergency care clinician and in the boardrooms of national systems. She brings operational credibility, emotional fluency, and the kind of challenge that clears the air and enables movement.

Where things are messy, emotional or misaligned, Lynda works with you to clear the noise, make brave decisions, and create cultures people want to belong to.

Lynda@braverleaders.co.uk



Professor Brian Dolan OBE

Director, The Braver Group, Professor Coventry University and Honorary Adjunct Professor of Innovation in Healthcare, Bond University, Queensland

As the originator of #EndPJparalysis and The Last 1000 Days, Brian's work has sparked culture shifts and patient flow improvements in hospitals across the globe, including mobility challenges and Global Deconditioning Summits.

With over 40 years in healthcare, he focuses on system redesign, culture change and patient flow, translating big ideas into practical, everyday leadership strategies that health professionals can actually use.

Brian was awarded an OBE in 2019 by HM the Queen 'For Services to Nursing and to Emergency Care' and voted one of the 20 most influential people in the history of the NHS in 2018.

Brian@braverleaders.co.uk

The Braver Group is a movement disguised as a company. We work with the humans behind the titles, the ones making tough calls, holding messy conversations, and trying to lead without losing their soul. Leadership is about who you are not just what you do.

We work with senior leaders to identify and break patterns that are keeping them (or their organisation) stuck, enabling you to stay aligned with the things that matter to you and braver about how you connect and the teams you build.

Our Braver Leaders Programmes are designed to mix challenge with care, make space for reflection and growth, and equip people to be braver and more impactful, while embracing their humanity. These programmes are grounded in behavioural science, neuroscience, and lived leadership experience.

Our founders, Professor Lynda Holt and Professor Brian Dolan OBE, bring decades of experience in leadership, healthcare and education, and have influenced working lives of thousands of leaders. With a small, beautifully curated team of coaches and facilitators, the Braver Group is on a mission to reshape the future of leadership.

Your future depends on the leaders you grow.



The Braver Group Ltd

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