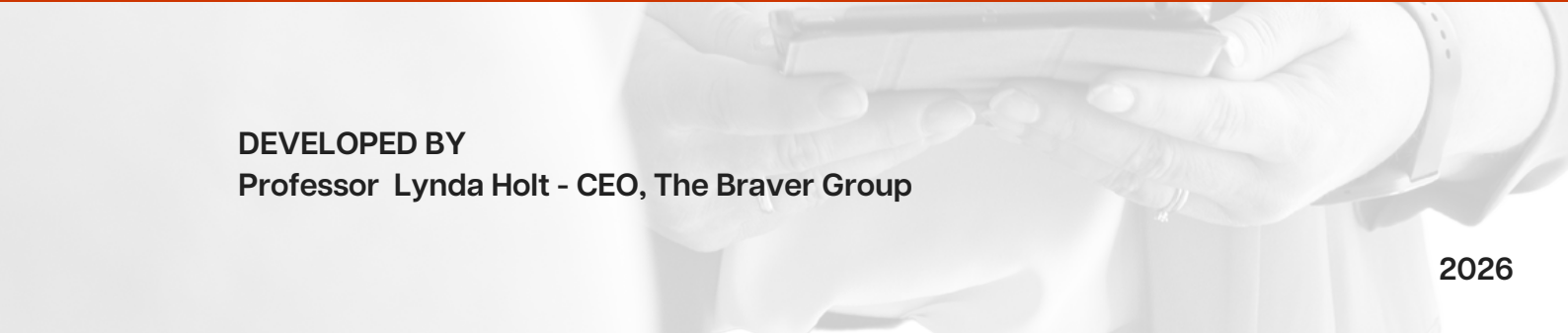
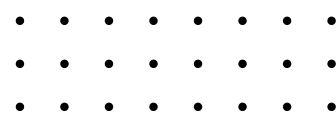


BRAVER LEADER PROGRAMME

For Divisional Directors of Nursing



DEVELOPED BY
Professor Lynda Holt - CEO, The Braver Group



DIVISIONAL DIRECTORS OF NURSING DEVELOPMENT PROGRAMME:

This six month leadership journey builds on your existing expertise, helping you to navigate the demands of leadership as a DDoN. It will focus on key areas of your role and explore the relationship between professional nurse leadership and divisional management.

WHAT MAKES THIS DIFFERENT?

Together, we'll combine behavioural science with lived NHS leadership experience, exploring the demands of your role, how you maintain authority and humanity, and how you create dignity and respect across a pressured and sometimes volatile system.

We'll draw on the ICARE Braver Leaders framework although the specific workshop content will be contextualised by the real world examples you and the course team bring.



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

WHO IS THIS FOR?

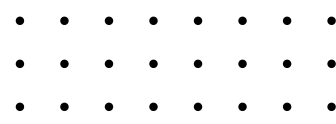
Divisional Directors of Nursing:

- 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

PROGRAMME AT A GLANCE

- 8 in-person workshops across four modules
- 1:1 coaching for personal growth and clarity
- 360 feedback & Insights Discovery to deepen reflection
- An online hub with resources, discussion, and facilitator access

The programme will strengthen the identity, presence, and personal impact of this key nursing leadership team.



PROGRAMME IN DETAIL

The programme is divided into four modules. While each module has its own leadership theme, the modules build on each other to ensure a comprehensive, tailored growth experience.

Each module consists of two in-person days, which will include subject specific workshops, guided activity based on real leadership challenges, facilitated peer mentoring as well as space to reflect, breathe, and expand your leadership presence.

MODULE ONE

Exploring Your Leadership Impact

During this module you'll focus on yourself, your strengths, and your leadership preferences. You'll gain a clear understanding of yourself, what you need to be the leader you want to be, and how to navigate the contradictory elements of professional nurse leadership and divisional management in a fast paced NHS system.

MODULE TWO

Building Healthy Workplace Culture

This module takes you beyond EDI to what inclusion really looks and feels like. We'll consider how behaviour affects belonging, and what you need to be championing, managing, and modelling if you want an engaged workforce focused on safety, compassion, and performance. You'll focus on real workplace challenges and develop strategies for creating behaviour shift using leadership movement not just policy mandate.

MODULE THREE

Leadership Presence

This module will explore how you maintain your professional leadership role ensuring safety, risk management, clinical governance, and high quality nursing / clinical care. We'll focus on owning your expertise, emotional agility, understanding and navigating organisational power bases. You will explore strategic thinking and behaviour from the perspective of your role.

MODULE FOUR

Enhancing Efficiency

This concluding model balances sustainability with high quality care and building capability in nursing teams. You'll consider role capacity, reversing escalation with development, delegation and team cohesion. You'll explore a future of social leadership with systems thinking.

Between the face to face modules you will have 3 x 1:1 coaching session (online), the subject matter is driven by you. You will also be asked to complete 360 feedback and Insights Discovery Profiling.

You will also have access to an online learning hub rich in bite sized leadership learning, resources for deeper study should you want them, and a full online version of the ICARE Braver Leaders framework used as a base for Matron's and Ward Manager Programmes. This online hub is private to you, and it is there for your development, some people dip in and out or the bits they are interested in, others go deeper – it is entirely optional.



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.

As the originator of #EndPJparalysis and The Last 1000 Days, his 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'.

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.

For over two decades, we've helped senior leaders ditch the performative noise, break patterns that keep them stuck, and build cultures that actually feel good to work in. Our work is grounded in behavioural science, our programmes, like ICARE, mix challenge with care, make space for reflection and growth, and equip people to be braver, more impactful, and embrace their humanity.

The 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

Company Number (Inc. 2001): 04158820 VAT Registration Number: 770781607 D-U-N-S Number: 221399509

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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.

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