

Information pack: Strategic Leadership Programme Online

Cohort 13

17 September 2025 to 24 February 2026

Hospice UK's Strategic Leadership Programme is a leadership development course designed especially for hospice leaders and available exclusively to our members.

The programme will enable you to develop and apply contemporary leadership skills with huge relevance to the challenges and uncertainties you and your hospice faces.

Since launching in 2016, the programme has been highly evaluated by over 275 hospice leaders. In 2019 the Programme won the European Association for Palliative Care and the European Palliative Care Academy award for Leadership in Palliative Care.

The programme is delivered online. Using innovative facilitation and an emphasis on working in pairs, threes and small groups, we enable our participants to create deep, new, and long-lasting professional relationships across the cohort.

We are now taking bookings for cohort 13, which will run between September 2025 and February 2026.

What people say about the programme

“The networking opportunities are incredible, and the learning is immediate and benefits you personally, professionally and in your job”.

Evelyn Prodger, Head of Community Services,
Martlets

“It was very insightful and really made me think, not only about my leadership, but also about how my peers and my team work. It helped me find ways to work better.”

Lucy Norman, Head of People, Havens Hospices

“Personal discovery in terms of MBTI™
Excellent breadth of topics covered. Opportunities to easily put learning into practice”.

Head of HR

“It changes your perspective on your colleagues, how to work with them and how to establish yourself as a leader in your organisation”

Julia Russell, Deputy Director Marketing and Communications, Princess Alice Hospice

Programme Context

The landscape for hospice leaders is complex and challenging. Many hospices have seen their funding remain static or even fall, whilst the demand for end-of-life care is predicted to increase significantly in the future.

The NHS and local authorities are urging local leaders to develop end of life care support that is integrated, accessible, systematic and responsive to the needs of the dying, their loved ones and the bereaved.

This programme will help you to:

- navigate and shape this landscape
- respond in new ways to the challenges you face
- develop a high impact leadership strategic leadership style

Programme Design

The programme takes place over seven months and includes:

- modules
- masterclasses
- workshops
- small group Action Learning Sets
- 1:1 coaching sessions

The schedule is carefully constructed to fit around your commitments and to avoid school holidays.

The group sessions run over half days and whole days and the coaching sessions last for one hour each. The whole programme runs online to help you combine your development with your busy role and there is a large emphasis on creating a learning community, so you will build relationships with leaders from other hospices that will last way beyond your participation in the programme.

Programme Design

The programme is unique in its emphasis on the role of leadership in hospices and its triple focus on understanding the health and care environment, leading in complex systems and development high impact personal leadership skills.

You will:

- learn about new concepts and theories
- participate in practical workshops
- engage in facilitated small group problem solving sessions

These experiences and the development they bring, will help you lead during a critical period of change and uncertainty across the sector.

How will the programme benefit you?

The Strategic Leadership Programme will help you to:

- clarify the role of hospices in the emerging world of integrated health and care systems
- forge new strategic partnerships and work collaboratively in creating new systems of care
- influence within your organisation and across your health and care system
- engage others in improving care
- manage conflict well
- make change happen
- deal effectively with challenges
- hone your personal leadership skills
- develop a systems and compassionate leadership approach
- engage in a supportive network with the shared knowledge and skills to develop the local and national end of life landscape

Who should participate?

This programme is ideal for hospice leaders who want to make change happen and who wish to increase their personal and strategic leadership impact.

This includes senior managers and clinicians as well as those who head up service delivery. The programme is open to members of Hospice UK only.

“This is a great way to focus on leadership skills - the membership is of varied professions but all with a passion for hospice, which is great. The virtual element works brilliantly - making it an achievable balance with work commitments”.

Christine Sutcliffe, Director of Clinical Services, Wirral Hospice St Johns

What does it comprise?

This programme includes:

- 15 training modules (equates to 54 hours)
- 3 action learning sets (equates to 9 hours)
- 3 x 1:1 coaching (equates to 3 hours)

It also provides a great opportunity to network with your fellow participants.

Overview of dates

AM sessions – 09.30 – 12.30

All day sessions 09.30 – 16.30

Action Learning Sets dates will be confirmed once the groups are allocated after module 2 of the programme

Event	What	When
M1	Introductions Understanding leadership and LD	17/09/25 ALL DAY
M2	Developing my self-awareness and strengthening my ability to engage with others (MBTI 1)	24/09/25 AM
M3	Developing my self-awareness and strengthening my ability to engage with others (MBTI 2)	01/10/25 AM
M4	Increasing my personal impact	07/10/25 ALL DAY
M5	Managing conflict and having high impact crucial conversations	15/10/25 ALL DAY
ALS1	ALS	22/10/25 AM /23/10/25 AM /23/10/25 PM
Coaching	Coaching	24/10/25 - 10/11/25
M6	Exploring the health and care landscape	11/11/25 ALL DAY
M7	Leading in complex systems	18/11/25 ALL DAY
M8	Strategy, culture, power and politics	
M9	Working from the middle and creating high performing teams	02/12/25 AM
M10	Making change happen	09/12/25 ALL DAY
ALS2	ALS	17/12/25 AM
Coaching	Coaching	18/12/25 - 06/01/26
M11	Creating compelling stories	07/01/26 AM
M12	Stress and vulnerability	14/01/26 AM
M13	Personal resilience	21/01/26 AM
M14	Strengthening creativity	28/01/26 AM
ALS3	ALS	04/02/26 AM
Coaching	Coaching	05/02/26 - 20/02/26
M15	Close	24/02/26 AM

Strategic Leadership Programme dates

Module 1	Getting to know the programme and each other Understanding leadership Exploring the leadership development process	17.09.25 09.30–16.30
Module 2	Developing my self awareness and strengthening my ability to engage with others Part 1	24.09.25 09.30 – 12.30
Module 3	Developing my self awareness and strengthening my ability to engage with others Part 2	01.10.25 09.30 – 12.30
Module 4	Increasing my personal impact Enhancing my presence, authority and status Communicating powerfully and authentically	07.10.25 All day
Module 5	Developing my ability to work with conflict Engaging in crucial conversations	15.10.25 All day

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Module 6	Exploring the health and care landscape and the challenges and opportunities facing the hospice sector	11.11.25 All day
Module 7	Leading in complex systems Strategy, Culture, Power and Politics Exploring power in leadership. Increasing my political skills	18.11.25 All day
Module 8		
Module 9	Working from the middle and creating high performing teams. Identifying what makes teams function effectively Considering what can derail their performance	02.12.25 09.30 – 12.30
Module 10	Making change happen	09.12.25 All day

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Module 11	Creating compelling stories	07.01.26 09.30–12.30
Module 12	Exploring vulnerability and stress in leadership	14.01.26 09.30 – 12.30
Module 13	Developing my personal resilience	21.01.26 09.30 – 12.30
Module 14	Strengthening creativity	28.01.26 09.30 – 12.30
Module 15	Sharing and celebrating our learning and development	24.02.26 09.30 – 12.30

Programme Delivery Team

This is a bespoke programme created by Hospice UK and The Westcott Group. The Westcott Group comprises highly experienced facilitators who combine extensive experience of leadership development and exceptional expertise in developing personal impact with a deep understanding of leading in complex systems, the health and care environment and end of life care policy.

They previously worked for many years at The King's Fund, the NHS Leadership Academy and in a variety of senior leadership and policy roles in the public sector. They have designed, directed and delivered thousands of leadership, team and organisational development interventions for a wide variety of board members, chief executives, senior managers and clinical leaders from health, social care and the third sector and they are passionate about facilitating hospice leadership development.

For more information visit www.thewestcottgroup.com

The Programme is delivered by

- **Judy Taylor**

Judy is an NHS Leadership Academy faculty member and was a senior consultant in leadership development at the King's Fund for 20 years. She has delivered countless clinical and managerial leadership programmes including to numerous Integrated Care Systems, Macmillan Cancer Support, The Stroke Association, The Alzheimer's Society and Together for Short Lives.

- **Amanda Wilsher**

Amanda is a theatre company director who also designs and delivers personal impact and communication workshops for senior leaders. She is passionate about helping people re-discover their natural communication skills to engage, persuade and transform others.

Registration Fee

The cost to join cohort 12 is £1995 +VAT (£2394 inc tax) per participant. This includes all programme materials.

I would highly recommend the Hospice UK strategic leadership development course to hospice service managers. The mix of theory and practical sessions keeps you engaged in the learning.

This course has helped me develop knowledge and skills to operate within an integrated healthcare system.

David McLoughlin, Day Services Manager St Cuthbert's Hospice

Cancellation and substitution policy

By registering on the Strategic Leadership Online Programme you will be signing up to attend all online sessions. It is important that you are able to commit to attending these to fully benefit from the programme.

- No refunds will be available for cancellations made on or after **6 August 2025**.
- If you have booked a place, you may substitute another person to the programme before **8 September 2025** at no charge; however, the person joining the programme must be of an appropriate level and position and will be expected to attend all the session.
- It will not be possible to make substitutions after **8 September 2025**.

No refunds will be available for participants who are unable to attend one or more sessions of the programme.

Book your place

To book a place, complete the form on our website:

<https://www.hospiceuk.org/innovation-hub/courses-conferences/strategic-leadership-programme>

“Fantastic opportunity to meet other senior managers and learn in an open and friendly environment. The course provides the space to take a 'step back and review’”
Chief Executive, Bracken Trust

For more information

For more information contact Amber Morgan, Project Manager, Hospice UK

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and/or

Anita Hayes, Clinical Quality Lead Hospice UK

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Excellent course to help
develop leadership skills -
very well facilitated and great
networking opportunity.

*Dr Jennifer Todd, Consultant
in Palliative Medicine,
Princess Alice Hospice*

“I recently had the privilege of participating in the Hospice UK / Wescott Group Senior Leadership Programme (2024) , and I cannot speak highly enough of the transformative experience it provided. The course is meticulously designed, blending theoretical insights with practical, real-world applications that have profoundly enhanced my leadership capabilities.

One of the standout features of the course was its focus on self-awareness and personal growth. I gained a deeper understanding of my leadership style and how to leverage my strengths while addressing areas for improvement. This self-awareness has been pivotal in enhancing my decision-making and strategic thinking skills.

Both instructors and my coach were phenomenal— they brought a wealth of knowledge and experience to the table. Their engaging teaching methods ensured that the learning was not only impactful but also enjoyable. The emphasis on peer learning was another highlight; the collaborative environment fostered by the course allowed me to exchange ideas and strategies with fellow senior leaders from the hospice sector, broadening my perspective and enriching my leadership toolkit.

Overall I could not recommend this course enough. It is absolutely money and time well spent”

Helen Carlson, Head of Fundraising, St Mary’s Hospice