



Quality
Assured
Care Learning



Government Recommended
© Crown Copyright

Lead to Succeed

Are you a care sector leader or manager looking for cutting-edge leadership training? Join our Lead to Succeed programme, a course which has formed part of Coleman Training's portfolio for many years. The programme acts as a bridge between care and leadership, emphasising practical outcomes over theory.

You'll gain confidence and skills through interactive sessions led by our experienced training team; focusing on different leadership elements, making it an ideal investment for new and aspiring managers. The programme aligns with Manager Induction Standards and Level 5 Diploma requirements, ensuring you receive the best training possible.

Coleman Training were commissioned by Skills for Care to review and refresh Lead to Succeed. This programme underwent a major refresh, which took place earlier this year. We engaged with a range of care providers, learners and trainers to gain a deep understanding of the changing needs of new leaders in our sector. Lead to Succeed is now ready to support the next generation of managers to lead our sector. In October 2024, we were proud to be the first training organisation awarded the Government-recommended Quality Assured Care Learning mark for seven of our courses, including Lead to Succeed.

[Learn more](#) >

Course Content

Module 1 (Day 1) – Successful behaviours for Leaders and Managers

- Recognise the difference between leadership and management
- Leadership qualities and behaviours
- Leadership styles
- Belbin team roles
- Tuckman’s stages of team development
- Gibbs model of reflective practice and why reflective practice is important for leaders
- Relationship building and co-production
- Measuring success

Module 2 (Day 2) – Becoming a Leader

- SWOT analysis – exploring yourself as a leader
- Stepping up – acknowledging challenges and understanding why Imposter Syndrome may be healthy
- The importance of being authentic
- Communication skills – including an introduction to Transactional Analysis
- Professional boundaries
- Organising, planning and prioritising
- Dealing with mistakes
- A lovely “pat on the back” activity to end the day

Module 3 (Day 3) – Developing a Positive Culture

- Exploration of what culture is
- Benefits of a positive culture
- Developing a safe and trusting culture
- Duty of Candour
- The dangers of a closed culture
- Compassionate leadership
- Managing risk
- Resilience

Module 4 (Day 4) – Effective Supervision and Coaching

- Supervision and appraisal, what's the difference?
- Functions of supervision
- Herzberg's Hygiene Factors
- Contracting and agreements
- How to plan, deliver and document
- Hurier model of listening
- Supervisor as coach
- GROW model – an introduction



Module 5 (Day 5) – Leading and Managing the Inspection Process

- CQC's single assessment framework, key questions and quality statements
- Identify 'we' statements as part of CQC's assessment framework.
- Calculate a rating using the new CQC scoring system
- Develop an action plan to implement your own approach to becoming 'inspection ready'

Learning Outcomes

What will Lead to Succeed sessions cover?

The programme is delivered through five full-day workshops:

Day One: Successful Behaviours for Leaders and Managers

Day Two: Becoming a Leader

Day Three: Developing a Positive Culture

Day Four: Effective Supervision and Coaching

Day Five: Leading and Managing the Inspection Process