

Well Led Programme

Our Well-Led programme caters specifically to adult social care service managers. Grounded in the realities of care provision, our training program comprises four interactive modules blending discussions, film footage, and activities to accommodate diverse learning styles.

Each module, led by one of our experienced training team, includes a workbook with recommended readings and resources. Drawing from exemplary practices of CQC-rated organisations, our Well-Led training course integrates practical leadership models to facilitate real-world application. Participants, feeling empowered and connected with their peers, will leave the program with the skills and knowledge to lead with values-aligned excellence in person-led care.

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 leaders in our sector. Well Led is now ready to support managers to lead our sector into a better future. 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 Well Led.

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Course Content

Module 1: Knowing yourself

- Leadership and management
- Four colours activity – which are you?
- Positive transformation – compassionate leadership and distributed leadership models
- Triangle of care
- Measuring the quality of your relationships
- Well Led in reality – “We Statements”
- Resilience
- Compassion – to yourself

Module 2: Leading a successful service

- What a successful service looks and feels like
- Well Led quality statements
- Key leadership theories and concepts on leading success
- Values based leadership
- The importance of vision, values, capability and evidence in relation to building success
- Engage in coaching conversations to identify priorities for action
- Develop a commitment to action.

Course Content

Module 3: Leading high-performing teams

- The characteristics of high-performing teams
- Strategies and insights into your practice to nurture and lead high-performing teams
- Assess your own emotional intelligence and identify areas for further development
- Identify techniques to implement in your own team to reduce dysfunction
- Emotional intelligence
- Use the GROW model to have courageous conversations
- Building staff motivation

Module 4: Leading in and beyond the boundaries of your service

- What well-led looks like in a care setting
- How leadership strategies and techniques can be used to transform services and improve the quality of care
- Why integrated care systems are important
- Explore why personal confidence and maintaining skills are necessary to lead services in an increasingly complex and challenging context
- The value of digitisation in adult social care
- Develop clear goals and a commitment to improve your personal leadership effectiveness
- Learn from the experience of others by working in a range of collaborative learning activities and networking opportunities.