

# System Collaborative Programme

Information and Application Pack

September 2025

# What is the System Collaborative programme? (1)

The Systems Collaborative Programme empowers collaboratives (small groups (collectives) working for a common purpose) to transform health and care services by fostering collaboration across sectors. When the NHS, local authorities, voluntary organisations, and local partners work together, they create more effective, responsive care based on local needs.

The programme is designed for collaboratives striving to **improve population health and inequalities by working across organisational boundaries and helps teams develop the collaborative leadership skills** needed to tackle challenges, build trust, and deliver better health outcomes for their communities.

During the programme, collaboratives will not only improve their ways of working with each other, but also learn how to **engage with and build trusting partnerships** across wider organisational boundaries to improve population outcomes.

Expert facilitators will work with collaboratives to **apply their learning to progress and enhance the impact of their improvement project** work.

# What is the System Collaborative programme? (2)

## Programme Format

### Improvement project focus

Teams should identify a specific work area in their programme application that will serve as the focal point of their development journey. Past projects have included developing a collaborative partnership working model within the delivery of the Enhanced Health in Care homes framework, developing a primary care workforce strategy, development and delivery of diabetes education sessions, the set-up of community Hubs and a network of community connectors.

### Workshops

Participate in five half-day virtual workshops focused on collaborative leadership and change. These workshops will feature a mix of expert presentations, individual and group activities, and discussions designed to enhance your leadership and change management skills.

### Co-Labs

Engage in five half-day sessions with your collaborative. These sessions are designed to help your team address specific challenges and reflect on your journey as collaborative leaders. Facilitators will guide you through problem-solving and strategy development.

### Sharing and Celebration Event

Share your progress and insights with your programme cohort, invited guests and sponsors at a final celebration event.

# What is the System Collaborative programme? (3)

The programme is delivered virtually via MS teams and sessions alternate between modular learning sessions where you will come together with other collaboratives to learn with and from each other; and co-lab sessions where your collaborative will have protected time to work with an experienced facilitator to implement learning to progress your area of improvement.

## 2025/26 Programme Dates

Date	Session	Time
18 September 2025	Briefing Session	13:30 – 14:30
2 October 2025	Module 1	13:30 – 16:30
21 October 2025	Co-Lab 1	09:30 – 12:30
11 November 2025	Module 2	09:30 – 12:30
02 December 2025	Co-Lab 2	09:30 – 12:30
15 January 2026	Module 3	09:30 – 12:30
27 January 2026	Co-Lab 3	09:30 – 12:30
10 February 2026	Module 4	09:30 – 12:30
05 March 2026	Co-Lab 4	13:30 – 14:30
26 March 2026	Co-Lab 5	09:30 – 12:30
23 April 2026	Co-Lab 6	09:30 – 12:30
19 May 2026	Celebration Sharing Event	09:30 – 12:30

# Who should apply?

We are looking for collaboratives, **groups of 3-7 members** working together toward a common goal. If you are interested in developing your leadership skills while working on a change in real time, this programme is for you.

## Eligibility Criteria

- Your collaborative can be **multidisciplinary, cross-organisational, or cross-agency**. The key requirement is that your team is working to **lead initiatives that improve health outcomes for your population** and community.
- The programme is open to **anyone working within the health and care system, regardless of grade, profession and employer**. All that we ask is that you participate as part of a collaborative with a senior sponsor in health or care.

*'..this is for anybody who is within a leadership role... whether you're starting your leadership role or you're quite experienced because it is about working across multi-functional organisations'*

*'I would recommend that anybody who has a project or an idea that they want to get off the ground to sign up for the programme because it's so helpful in helping to solidify what your idea is, and move it successfully from an idea stage to an implementation stage with some really significant personal and group learning in the process.'*

- Previous programme participants

# Why should I apply?

## This programme will give you:

- Insights on your **personal style and preferences** using the **DISC** assessment tool
- Pragmatic **tools and methods** which you can use to support you to lead change and improvement.
- **Individual, group and peer learning** to support you on your leadership journey.
- Ring-fenced **time to work in your collaborative group** to move forwards with your improvement project.
- A **greater insight into yourself and others**, specifically in relation to your collaborative.

*What was fantastic about it is that it felt like the next stage of leadership development... to actually have that investment on an Integrated Care Board level and to be invested into making those changes on that level... which you don't tend to get, is really important and integral on the next stage of your leadership journey.*

*I think for me it's getting that broader understanding (of other organisations) as leaders, and if we truly want to work as a system we have to be able to understand that, we have to be able to support colleagues in other areas to instigate change and become a system that actually works together.*

- Previous programme participants

# How do I apply?

To apply, a member of your collaborative should complete the application form by **25 July 2025**

[Click this link to complete the application form](#)

## Application timeline

Date	Session
Applications open	10 June 2025
Applications close	25 July 2025
Collaboratives notified of outcome of Applications	w/c 28 July 2025
Programme Commences	02 October 2025





**Lorna Jeromson**

Lorna is a practical Leadership and Organisation Development coach. Her role has allows her to deliver many aspects of leadership development across a diverse range of sectors that impact on population health. They include NHS, Primary Care, wider health care, social housing, and local authority sectors.

Lorna is skilled at connecting with people, building trust and engagement that enables them to open up quickly. She provides challenge and support to leaders, helping them raise their self-awareness, improve their wellbeing, and make personal and professional changes. For the past 8 years she has been self-employed.

Prior to being self-employed, Lorna worked in a local authority for 16 years gaining a wide range of experience including policy development, service improvement and organisation development. She also has 20 year's experience in the private sector leading front line customer service.

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**Jackie Kay**

Jackie is an experienced Leadership Development and Organisation Development practitioner working with both public and private sector organisations.

Having previously worked in the NHS for 30 years, she has a sound knowledge of the NHS and broader system and the challenges faced by leaders at all levels. Jackie is a member of the NHS Leadership Academy faculty supporting delivery of a wide range of leadership development programmes and an executive/career coach.

Jackie is passionate about diversity and inclusion as a key focus of leadership as well as developing leadership behaviours for effective partnership working and collaboration across the system.

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**Tracey Watson**

A pragmatic, award-winning Organisation Development Consultant, Coach and HRD Practitioner. For the past 5 years Tracey has worked across health care trusts, local authorities, care homes, education, social housing and primary care; primarily working with senior leaders leading large scale culture change.

Tracey is skilled at working across integrated health and social care systems to help leaders navigate change in uncertain times. She's brilliant at engaging the disengaged and confronting blockages to change.

Prior to becoming self-employed Tracey was an operational manager in financial services before moving into the NHS. There, she worked as a leadership and OD business partner in a mental health trust, and Head of System OD bringing five large providers together in Sunderland to design new care models and integrated leadership of health and social care locality teams.



## Have questions? Get in touch

Should you have any comments or questions regarding the programme, please contact the System Leadership team:



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