



**NAPC** | National Association  
of Primary Care

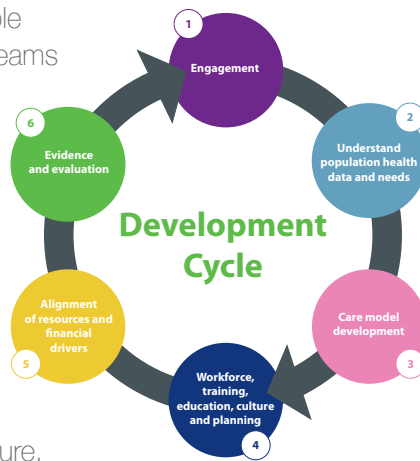


# Primary care network support

## Developing the capability of leadership teams

We have developed an innovative and flexible programme to support aspiring leadership teams and those already in leadership positions in primary care networks (PCNs).

It is built on the insights gleaned from the primary care home (PCH) programme and international research which demonstrates that leaders who enable and empower colleagues and partners are more likely to be successful. They stimulate collaboration and innovation, share information and encourage learning from failure.



Our team leadership programme is tailored to the needs, opportunities and challenges of your network.

## Challenges

PCN leaders face a host of challenges – a complex, high pressure environment with multiple partners, organisations, cultures and perspectives.

To be successful and effective, they will need to build new relationships and leadership structures involving partners across health and care as well as the voluntary sector, while meeting national policy deadlines. Among the tasks ahead are gaining an understanding of the whole population's health needs, leading the design of new models of care and building multi-professional teams from many organisations – all require new leadership skills.

## How we can support you

Our leadership team programme is ideally suited to an emerging group involved in PCN leadership, with different professional and organisational perspectives.

The aim is to help the team, including clinical directors, work through the challenges of building momentum, enabling new ways of working around the health needs of PCN populations.



*Exciting times and we are really enjoying working with the NAPC.*

*Dr Sarah Whiteman, GP and Medical Director, BLMK Commissioning Collaborative*



We know that PCHs have flourished from practical leadership with an organic, rather than mandated approach, where plans have emerged through a process of engagement and creating a safe and trusting environment.

The programme will support leaders to develop an enabling and empowering leadership style – involving people in the process, and motivating people around a common purpose. It is aimed at developing leaders who can:

- Build teams who work effectively together to achieve common goals
- Release potential in others, giving an opportunity to develop new skills
- Acknowledge their weaknesses and recognise the strength of others
- Consistently be their best, authentic and resilient selves
- Lead transformational change rather than adopt a more traditional approach
- Be confident and excited to lead the PCN.

The three to six-month programme is bespoke and designed around the needs of each leadership team incorporating the local challenges and opportunities.

It builds and strengthens leadership teams and is delivered through a range of methods including coaching, mentoring, action learning sets, realistic simulations and intensive away day sessions. The development is designed to stretch team members, and result in high-functioning teams that can empower and motivate colleagues to deliver impactful change in the care of their populations.

## Our expertise

NAPC are the architects of the primary care home model – the original primary care network (PCN) which has informed national PCN policy. There are more than 240 PCH sites across England, covering 10 million patients. NAPC has worked with STPs and ICSs spreading the model to one fifth of the health and care system.

We have a growing PCH faculty of more than 50 primary care and PCH experts including clinicians with hands on expertise of delivering primary care at scale. Through this unique faculty, we can share and spread best practice from around the country.

Many PCH faculty members have held senior leadership positions within the health and care system or have significant experience of working and supporting leadership development across the NHS.

## Get in touch

For further information about how we can support your primary care network, please contact us:

Tel: **020 7636 7228**

Email: **[napc@napc.co.uk](mailto:napc@napc.co.uk)**

For more information visit our website: **[www.napc.co.uk](http://www.napc.co.uk)**

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*Operating on a small-enough scale to make relationships work is an essential facet of the ‘primary care home’ sites, whose experiences have informed these plans.*

*Investment and evolution:  
A five-year framework for GP contract reform to implement the NHS Long Term Plan,  
January 2019*

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