



**National Institute for  
Health Research**

## **BEST RESEARCH FOR BEST HEALTH**

### **IMPLEMENTATION PLAN 3.5**

#### **NIHR FACULTY LEADERSHIP PROGRAMME**

*Best Research for Best Health*<sup>1</sup> set out a 5-year Research and Development Strategy for the NHS in England. This Implementation Plan provides more details on one of the key components of that strategy: The NIHR Leadership Programme. This document will be regularly updated. The latest version should be used.

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#### **Aim**

- Leadership support and development in NIHR aims to improve the quality of research leadership in applied health and social care research. This will ensure achievement of the NIHR's strategic goals is underpinned by leadership development, as happens in other leading organisations.
- Research leaders in the NIHR should have the opportunity to benefit from the best leadership support and development.

#### **Purpose**

- The purpose of providing support and development for research leaders is to:
  - offer a benefit of membership of the NIHR Faculty to individuals in or aspiring to leadership positions;
  - support and develop leaders in applied patient-focused research and their successors;
  - deliver support and development at three levels: *senior* for current research leaders; *development* for a cadre of their potential successors; and *trainee* for the next generation of research leaders, targeted on NIHR Trainees who have entered their first leadership roles.

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<sup>1</sup> *Best Research for Best Health*: A New National Health Research Strategy. The NHS contribution to health research in England. Department of Health. 2006.

## Eligibility

- As the pilot phase reaches completion, opportunities to take up leadership support and development will be openly advertised within NIHR and further suitable candidates identified.
- Senior level support will be offered to the most senior research leaders of the NIHR including directors of major research centres, topic-specific networks, clinical research facilities, programmes, and programme grants.
- Development level support and development will be offered to those research leaders who are on course to reach these positions, who already have significant responsibilities in their organisations.
- Leadership development for NIHR Trainees will be focused on individuals who are at the point of becoming independent researchers, and who are taking on significant leadership and management roles.

## Designing leadership support and development

- A team from Ashridge Business School have been commissioned, through open tender, to establish NIHR's leadership programme to:
  - be credible with the research community, having high face validity and an evidence base, utilising 'industry' best practices;
  - build core leadership and management skills;
  - be applicable to individuals in different roles and organisations, and tailored to individual needs;
  - deliver benefits without taking disproportionate time from participants;
  - engage research leaders by offering clearly relevant content that meets their needs.

## Delivery of the programme

- The first individuals participated in programmes of leadership support and development in 2009.
- There will be further intakes at Senior, Development and Trainee level through 2010.

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