

Information pack: Strategic Leadership Programme Online

Cohort 15

9 September 2026 – 3 February 2027

Hospice UK's Strategic Leadership Programme is a leadership development course designed especially for hospice leaders and available exclusively to our members.

The programme will enable you to develop and apply contemporary leadership skills with huge relevance to the challenges and uncertainties you and your hospice faces.

Since launching in 2016, the programme has been highly evaluated by over 324 hospice leaders. In 2019 the Programme won the European Association for Palliative Care and the European Palliative Care Academy award for Leadership in Palliative Care.

The programme is delivered online. Using innovative facilitation and an emphasis on working in pairs, threes and small groups, we enable our participants to create deep, new, and long-lasting professional relationships across the cohort.

We are now taking bookings for cohort 15, which will runs between September 2026 and February 2027.

Strategic Leadership Programme

Evaluation 2016 - 2025

In partnership with the Westcott Group, The Strategic Leadership Programme (SLP) was developed to support new CEO's, senior leaders and potential senior leaders. In 2019 the Programme won the European Association for Palliative Care and the European Palliative Care Academy award for Leadership in Palliative Care.



Participants
296



Unique Hospices
122



Number of Cohorts
12

All 4 Nations and Jersey have had participants complete the programme



95% would highly recommend this programme

53% of organisations had two or more participants on the programme



Hospice Breakdown

Adult Hospice: 85%
Adult & Children Hospice: 5%
Children Hospice: 15%



Role breakdown

Clinical Role: 56%
Non-clinical Role (eg. Finance, Income Generation and HR): 44%

"Thank you for such a wonderful learning opportunity, I have grown as a leader in many ways over the past year and I can attribute that to the wonderful knowledge gained from the course and the support from both facilitators and the wider group".

"The course gently guides you through the programme that will help you feel empowered and enable you to have the self confidence to move forward".

What people say about the programme

“The networking opportunities are incredible, and the learning is immediate and benefits you personally, professionally and in your job”.

Evelyn Prodger, Head of Community Services,
Martlets

“It was very insightful and really made me think, not only about my leadership, but also about how my peers and my team work. It helped me find ways to work better.”

Lucy Norman, Head of People, Havens Hospices

“Personal discovery in terms of MBTI™
Excellent breadth of topics covered. Opportunities to easily put learning into practice”.

Head of HR

“It changes your perspective on your colleagues, how to work with them and how to establish yourself as a leader in your organisation”

Julia Russell, Deputy Director Marketing and Communications, Princess Alice Hospice

Programme Context

The landscape for hospice leaders is complex and challenging. Many hospices have seen their funding remain static or even fall, whilst the demand for end-of-life care is predicted to increase significantly in the future.

The NHS and local authorities are urging local leaders to develop end of life care support that is integrated, accessible, systematic and responsive to the needs of the dying, their loved ones and the bereaved.

This programme will help you to:

- navigate and shape this landscape
- respond in new ways to the challenges you face
- develop a high impact leadership strategic leadership style

Programme Design

The programme takes place over seven months and includes:

- modules
- masterclasses
- workshops
- small group Action Learning Sets
- 1:1 coaching sessions

The schedule is carefully constructed to fit around your commitments and to avoid school holidays.

The group sessions run over half days and whole days and the coaching sessions last for one hour each. The whole programme runs online to help you combine your development with your busy role and there is a large emphasis on creating a learning community, so you will build relationships with leaders from other hospices that will last way beyond your participation in the programme.

Programme Design

The programme is unique in its emphasis on the role of leadership in hospices and its triple focus on understanding the health and care environment, leading in complex systems and development high impact personal leadership skills.

You will:

- learn about new concepts and theories
- participate in practical workshops
- engage in facilitated small group problem solving sessions

These experiences and the development they bring, will help you lead during a critical period of change and uncertainty across the sector.

How will the programme benefit you?

The Strategic Leadership Programme will help you to:

- clarify the role of hospices in the emerging world of integrated health and care systems
- forge new strategic partnerships and work collaboratively in creating new systems of care
- influence within your organisation and across your health and care system
- engage others in improving care
- manage conflict well
- make change happen
- deal effectively with challenges
- hone your personal leadership skills
- develop a systems and compassionate leadership approach
- engage in a supportive network with the shared knowledge and skills to develop the local and national end of life landscape

Who should participate?

This programme is ideal for hospice leaders who want to make change happen and who wish to increase their personal and strategic leadership impact.

This includes senior managers and clinicians as well as those who head up service delivery. The programme is open to members of Hospice UK only.

“This is a great way to focus on leadership skills - the membership is of varied professions but all with a passion for hospice, which is great. The virtual element works brilliantly - making it an achievable balance with work commitments”.

Christine Sutcliffe, Director of Clinical Services, Wirral Hospice St Johns

What does it comprise?

This programme includes:

- 15 training modules (equates to 60 hours)
- 3 action learning sets (equates to 9 hours)
- 3 x 1:1 coaching (equates to 3 hours)

It also provides a great opportunity to network with your fellow participants.

Overview of dates

AM sessions – 09.30 – 12.30

All day sessions 09.30 – 16.30

Action Learning Sets dates will be confirmed once the groups are allocated after module 2 of the programme

Event	What	When
M1	Introductions Understanding leadership and LD	09/09/26 ALL
M2	Developing my self-awareness and strengthening my ability to engage with others (MBTI 1/2)	16/09/26 ALL DAY
M3	Imposter syndrome, vulnerability and stress	22/09/26 AM
M4	Increasing my personal impact	30/09/26 ALL DAY
ALS1	ALS	5/10/2026 - 07/10/2026 AM
Coaching	Coaching	08/10/26 - 30/10/26
M5	Managing conflict	14/10/26 ALL DAY
M6	Having high impact crucial conversations	
M7	Exploring the health and care landscape	12/11/26 ALL DAY
M8	Leading in complex systems, making change happen and developing strategy	25/11/26 ALL DAY
M9	Stakeholder mapping and strategic influencing	30/11/26 ALL DAY
M10	Creating compelling stories	
ALS2	ALS	08/12/26
Coaching	Coaching	08/12/26 - 12/01/27
M11	Culture, power and politics	16/12/2026 (ALL DAY)
M12	Working from the middle and creating high performing teams	
ALS3	ALS	07/01/27
M13	Personal resilience	13/01/27
M14	Strengthening creativity	20/01/27
Coaching	Coaching	21/01/27 - 20/02/27
M15	Close	03/02/27 AM

Strategic Leadership Programme dates

Module 1	Introductions Understanding leadership and LD	09.09.26 All day
Module 2	Developing my self awareness and strengthening my ability to engage with others Part 1 / 2	16.09.26 All day
Module 3	Imposter syndrome, vulnerability and stress	22.09.26 09.30 – 12.30
Module 4	Increasing my personal impact	30.09.26 All day
Module 5 & Module 6	Managing conflict Having high impact crucial conversations	14.10.26 All Day

Strategic Leadership Programme

Module 7	Exploring the health and care landscape	12.11.26 All day
Module 8	Leading in complex systems, making change happen and developing strategy	25.11.26 All Day
Module 9 & Module 10	Stakeholder mapping and strategic influencing Creating compelling stories	30.11.26 All Day
Module 11 & 12	Culture, power and politics Working from the middle and creating high performing teams	16.12.26 All Day

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Module 13	Developing my personal resilience	13.01.27 09.30 – 12.30
Module 14	Strengthening creativity	20.01.27 09.30 – 12.30
Module 15	Sharing and celebrating our learning and development	03.02.27 09.30 – 12.30

Programme Delivery Team

This is a bespoke programme created by Hospice UK and The Westcott Group. The Westcott Group comprises highly experienced facilitators who combine extensive experience of leadership development and exceptional expertise in developing personal impact with a deep understanding of leading in complex systems, the health and care environment and end of life care policy.

They previously worked for many years at The King's Fund, the NHS Leadership Academy and in a variety of senior leadership and policy roles in the public sector. They have designed, directed and delivered thousands of leadership, team and organisational development interventions for a wide variety of board members, chief executives, senior managers and clinical leaders from health, social care and the third sector and they are passionate about facilitating hospice leadership development.

For more information visit www.thewestcottgroup.com

The Programme is delivered by

- **Judy Taylor**

Judy is an NHS Leadership Academy faculty member and was a senior consultant in leadership development at the King's Fund for 20 years. She has delivered countless clinical and managerial leadership programmes including to numerous Integrated Care Systems, Macmillan Cancer Support, The Stroke Association, The Alzheimer's Society and Together for Short Lives.

- **Amanda Wilsher**

Amanda is a theatre company director who also designs and delivers personal impact and communication workshops for senior leaders. She is passionate about helping people re-discover their natural communication skills to engage, persuade and transform others.

Registration Fee

The cost to join cohort 15 is £1995 +VAT (£2394 inc tax) per participant. This includes all programme materials.

I would highly recommend the Hospice UK strategic leadership development course to hospice service managers. The mix of theory and practical sessions keeps you engaged in the learning.

This course has helped me develop knowledge and skills to operate within an integrated healthcare system.

David McLoughlin, Day Services Manager St Cuthbert's Hospice

Cancellation and substitution policy

By registering on the Strategic Leadership Online Programme you will be signing up to attend all online sessions. It is important that you are able to commit to attending these to fully benefit from the programme.

- No refunds will be available for cancellations made on or after **29 July 2026**.
- If you have booked a place, you may substitute another person to the programme before **26 August 2026** at no charge; however, the person joining the programme must be of an appropriate level and position and will be expected to attend all the session.
- It will not be possible to make substitutions after **27 August 2026**.

No refunds will be available for participants who are unable to attend one or more sessions of the programme.

Book your place

To book a place, complete the form on our website:

<https://www.hospiceuk.org/innovation-hub/courses-conferences/strategic-leadership-programme>

“Fantastic opportunity to meet other senior managers and learn in an open and friendly environment. The course provides the space to take a 'step back and review’”
Chief Executive, Bracken Trust

For more information

For more information contact Amber Morgan, Project Manager, Hospice UK

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and/or

Anita Hayes, Clinical Quality Lead Hospice UK

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Excellent course to help develop leadership skills - very well facilitated and great networking opportunity.

Dr Jennifer Todd, Consultant in Palliative Medicine, Princess Alice Hospice

“I recently had the privilege of participating in the Hospice UK / Wescott Group Senior Leadership Programme (2024) , and I cannot speak highly enough of the transformative experience it provided. The course is meticulously designed, blending theoretical insights with practical, real-world applications that have profoundly enhanced my leadership capabilities.

One of the standout features of the course was its focus on self-awareness and personal growth. I gained a deeper understanding of my leadership style and how to leverage my strengths while addressing areas for improvement. This self-awareness has been pivotal in enhancing my decision-making and strategic thinking skills.

Both instructors and my coach were phenomenal— they brought a wealth of knowledge and experience to the table. Their engaging teaching methods ensured that the learning was not only impactful but also enjoyable. The emphasis on peer learning was another highlight; the collaborative environment fostered by the course allowed me to exchange ideas and strategies with fellow senior leaders from the hospice sector, broadening my perspective and enriching my leadership toolkit.

Overall I could not recommend this course enough. It is absolutely money and time well spent”

Helen Carlson, Head of Fundraising, St Mary’s Hospice