

**Future Leader's Programme (FLP) Bid Assessment Tool for August 2024 starters.**

	Score 0	Score 1	Score 2	Score 3
<p><b>Why is this fellowship a good leadership opportunity</b></p> <p><i>Clearly explain what the fellow will be aiming to achieve during the fellowship.</i></p>	<p>No evidence of thought towards personal development</p> <p>No evidence of alignment with FLP values</p>	<p>Clear aims and objectives for project.</p> <p>Some evidence of focus on personal development</p> <p>Some evidence of alignment with FLP values</p> <p>Some scope for leadership and challenge</p>	<p>Clear and meaningful aims and objectives to project.</p> <p>Good evidence of focus on personal development.</p> <p>Good opportunities for leadership across all domains</p>	<p>Fully aligns to FLP core values and strategic priorities.</p> <p>Clear, and meaningful aims objectives to project.</p> <p>Involves high levels of collaboration across specialties, sites, trusts and/or regions.</p> <p>Provides regular opportunities, which encourage individual thinking, autonomy and personal growth through meaningful projects.</p>
<p><b>What will be the level of supervisor input?</b></p> <ul style="list-style-type: none"> <li>• <i>Frequency</i></li> <li>• <i>Duration of meetings</i></li> <li>• <i>Ease of contact, Outline support from additional areas</i></li> </ul>	<p>Minimal (more than every 3 months) to no contact from supervisor planned.</p>	<p>Formal meetings around every 2-3 months, with some contact throughout year</p>	<p>Monthly formal meeting with some informal contact with supervisor</p>	<p>2-3 weekly formal meetings at least with weekly to 2 weekly informal contact, in order to assess fellow progress. Regular support provided alongside feedback on fellow development.</p> <p>Additional areas of support provided through other senior contacts</p>

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<p><b>What are the personal development opportunities</b></p> <p><i>Will a fellow</i></p> <ul style="list-style-type: none"> <li>• <i>Be actively supported in their development</i></li> <li>• <i>Are the opportunities over and above those available if they stayed in their current post/training programme</i></li> </ul>	No evidence of active support or provision or opportunities	<p>Some scope for leadership and challenge.</p> <p>Minimal scope for adapting project to their needs.</p> <p>Minimal attendance to senior meetings encouraged.</p>	<p>Regular support provided through development opportunities.</p> <p>Attendance encouraged within the year to senior executive/board meetings, with input encouraged.</p> <p>Some scope for adapting and expanding projects to their needs</p>	<p>Attendance encouraged on a regular basis (monthly) to senior executive/board meetings, with input encouraged.</p> <p>Opportunities provided at board level, regional level or national level to innovate and encourage positive change autonomously.</p> <p>Clear focus on personal development of fellows with realistic examples of contributing activities</p> <p>Allow the fellow autonomy in adapting and expanding projects linked to their needs.</p>
<b>Multi-professional opportunities</b>	Only open to one professional group	Open to >1 professional groups, with one being neither doctor or dentists		

**What will NOT be considered for a Leadership Post:**

- Any project where it is unclear what the fellow is trying to achieve

- Just 'another pair of hands'
- Research fellows
- Any SIM or teaching post where the predominant activity is the *delivery* of education. Posts where the focus is on educational leadership and the identification of sustainable models of education, will be considered
- The implementation of an already defined project/scheme/programme
- Posts with a mandatory clinical commitment (clinical work is at the discretion of the fellow and must be separate to the fellowship and not completed within normal working hours.)