

# Apprenticeship Standards Mapping

## Leadership, Education and Developing Others 7HSK0293

### Aim:

Critically examine the theory and practice of leadership, education, and development of others.

### Learning Outcomes

#### Knowledge and Understanding:

- Critically discuss the theoretical basis of leading and developing others to promote and enable a learning organisation.
- Critically evaluate a range of conceptual frameworks relating to leading and following, power and control, compliance, and subversion, in the context of the advanced practice role.
- Critically understand the importance of negotiation, influence, resilience, and determination in organisational change processes utilising a range of analytical tools to inform the change process.

#### Intellectual, Practical and Transferable Skills:

- Critically analyse and evaluate personal leadership styles and how this can influence own and others practice.
- Critically review how the advanced practitioner acts as a lead in practice settings within a multidisciplinary team, or in partnership with other professionals.
- Critically evaluate the importance of courage and candour, resilience, and ethics.
- Critically review strategies to promote teaching and education and development of others.

	You will be able to	You will know and understand
<b>Advanced Clinical Practice</b>	1.1 Practise with a high level of autonomy and be accountable for your decisions and omissions; work in line with your code of professional conduct, professional standards, and scope of practice.	1.7 Strategies to mitigate risk
<b>Education</b>	2.2 Assess own learning needs and engage in self-directed learning to maximise potential to lead and transform care and services.  2.3 Work collaboratively to identify and meet the learning and development needs of health or care	2.1 Motivational theory and how to apply it to participation in health and social care: the value of empowerment and co-design.  2.2 Your role, responsibility, and motivation to manage your own learning; the range of tools and

	<p>professionals; support practice education; act as a role model and mentor.</p> <p>2.4 Advocate and contribute to the development of an organisational culture that supports life-long learning and development, evidence-based practice, and succession planning.</p>	<p>techniques that can be used to direct own learning, set goals and evaluate learning.</p> <p>2.3 The application of teaching and learning theories and models in health and care; how to identify learning needs; organisational and professional roles and responsibilities in relation to life-long learning.</p> <p>2.4 The importance and impact of organisational culture in learning and development; techniques to influence organisational culture.</p>
<b>Clinical Leadership</b>	<p>3.1 Demonstrate the impact of advanced clinical practice within your scope of practice and the wider community.</p> <p>3.2 Use your advanced clinical expertise to provide consultancy across professional and service boundaries; drive service development and influence clinical practices to enhance quality productivity and value.</p> <p>3.3 Provide professional leadership and supervision in situations that are complex and unpredictable; instil confidence and clinical credibility in others; work across boundaries to promote person-centred care.</p> <p>3.4 Actively seek and participate in peer review of your own and others' practice across traditional health and social care boundaries.</p> <p>3.5 Identify the need for change; generate practice innovations; act as a role model; lead new practice and service redesign solutions in response to individuals' feedback and service need.</p> <p>3.6 Establish and exercise your individual scope of practice within</p>	<p>3.3 Theories, techniques and models of leadership and teamwork and how these can be applied across professional boundaries in health and social care.</p> <p>3.4 The importance and impact of peer review and evaluation in advanced clinical practice</p> <p>3.5 Theories, models and techniques which can be deployed across health and social care systems to affect change at individual, team, and organisational level.</p> <p>3.6 The range of legal, ethical, professional, and organisational policies, procedures and codes of conduct that apply to your practice.</p> <p>3.7 The range of evidence-based strategies to manage risk in clinical practice.</p>

	<p>legal, ethical, professional, and organisational policies, procedures, and codes of conduct to manage risk and enhance the care experience.</p> <p>3.7 Identify and manage risk in own and others' clinical practice; be receptive to challenge and demonstrate the ability to challenge others.</p>	
<b>Research</b>		