

You're invited to join My Home Life England's

## Professional Support and Development Programme

Cohort 42 for social care leaders

*"The best course I have been on in 16 years! I now believe in myself as a leader and will keep these new skills with me for the rest of my life at home and at work."*

~

*"The really important thing is that it's based on the experience of the sector and is not imposed from above."*

Apply to take part in this transformational programme!  
**There are 18 places available which are fully funded by Essex County Council  
(restricted to 1 place per Care home or Domiciliary Agency on a cohort)**

Essex County Council is working with My Home Life England, based at City St George's, University of London, to support and develop social care leaders.

My Home Life England is an international initiative with 18 years' experience of supporting and empowering the social care sector. Working with more than 2,600 care leaders, My Home Life England's programmes have delivered significant outcomes and impact in hundreds of care settings, including enhanced leadership, resilience, confidence, wellbeing and quality of life.

The programme is evidence-based and practice-informed. You will be introduced to a range of tools and relationship-centred principles and supported to develop your professional skills and leadership. There is a focus on growing existing strengths, whilst trying out new ideas.

### Programme Outcomes

- ✓ Enhanced leadership and communication skills, with the ability and practical tools to influence, motivate and engage other team members effectively.
- ✓ Improved resilience, confidence, wellbeing and flexibility, both personally and professionally.
- ✓ An understanding of the essential principles and tools for relationship centred, evidence-based leadership.
- ✓ Improved practice, including nurturing a positive culture of high-quality care that helps meet CQC requirements and considers equality, diversity, inclusion and human rights.

- ✓ More effective working with the community and wider health and social care system.

## Programme Information

Participants will attend monthly, face-to-face sessions supported by an experienced My Home Life England facilitator. These are:

- Three introductory workshops
- Six Action Learning sessions
- A Completion Day

The introductory workshops focus on you as a leader, leading others and leading change.

The action learning sessions take place in small groups. They provide a safe, reflective space for participants to focus on the issues they are facing, with the intention of achieving improvement and transformation in their practice, with support from colleagues going through similar experiences.

Throughout the programme, tools, resources and exercises are introduced with the opportunity to explore how these might be adopted. Participants are encouraged to engage in discussions about using these ideas in their care settings.

## How to get involved

Complete the Expression of Interest form and return it to [quality.innovation@essex.gov.uk](mailto:quality.innovation@essex.gov.uk)

1. Put all the dates in your diary (see below)
2. If you are successful, you will receive a) confirmation of your place on the programme, b) an introduction from your facilitator and c) a welcome pack prior to the programme starting.

## Programme Facilitator/s

**Mandy Hetherton** has over 20 years' experience working with leaders and staff in the health and social care and charity sectors. As a volunteer, she co-ran a poetry group for people with dementia in a care home for five years.

**Pamela Holmes**, Facilitator, My Home Life England spent many years championing the rights of older people as a nurse, journalist and campaigner. She is an experienced facilitator of the MHLE Professional Support and Development Programme.

## Programme dates C42

**Location: The County Hotel, Chelmsford, Rainsford Road, 29 Chelmsford, CM1 2PZ**

### Workshops

Date	Time
1) Tuesday 7 October 2025	09.45 – 16.00
2) Tuesday 14 October 2025	09.45 – 16.00
3) Tuesday 27 January 2026	09.45 – 16.00

### Action Learning Sessions (half day, either morning or afternoon)

Date	Time
1) Tuesday 11 November 2025	tbc
2) Tuesday 9 December 2025	tbc
3) Tuesday 24 February 2026	tbc
4) Tuesday 31 March 2026	tbc
5) Tuesday 28 April 2026	tbc
6) Tuesday 26 May 2026	tbc

### Completion Day

Date	Time
Tuesday 23 June 2026	09.45 – 16.00

## Frequently Asked Questions:

### How will going on a programme help me personally?

- Our programme participants report an increase in skills and that they've developed as a leader. They feel more confident, resilient and able to cope with change, as well as lead change.
- Participants are more able to ask for support and work differently with people in the health and social care system. They report developing stronger influencing and delegation skills, freeing up their time to do more of what's important, and to respond to enquiries and opportunities.
- Our programmes provide a mixture of tips, tools and things to try out, as well as creating space to share and learn with others.
- Our feedback shows there is huge value in bringing together leaders, including those working with different client groups, in terms of sharing expertise and connecting over common experiences.

### How will the programme help me when it comes to regulation and audits and other ways of checking what we do?

- The programme helps you focus on your home being 'well led'. In our latest evaluation, *96% of participants reported the quality of their management and leadership had increased.*

- Past participants report big improvements in terms of quality, with teams becoming more responsive to the needs of service users.
- Participants tell us they now feel more confident to respond to inspections and audits and in creating accountability across teams.

#### **I am short of time - how will it change anything?**

- The programme will help you to deliver great quality of life in your care service. It helps you to delegate more and prioritise better and to manage better your workload.
- Participants tell us that their teams feel more involved, are taking on more responsibility and improvements are more easily made.
- There is no additional 'homework' for participants, though we encourage you to try out things where this is helpful.
- Regular sessions are an important investment of time to help you be more efficient and effective.

#### **More information**

- For more information about My Home Life England visit: [myhomelife.org.uk](https://myhomelife.org.uk)