



Connected, Authentic  
Resilient & Empowered

# CARE Programme

## Northamptonshire



# What is CARE?



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Resilient & Empowered



CARE is a programme that connects participants with each other, their system and their communities, and creating a collective voice for the Primary Care workforce.



Connected



Authentic



Resilient

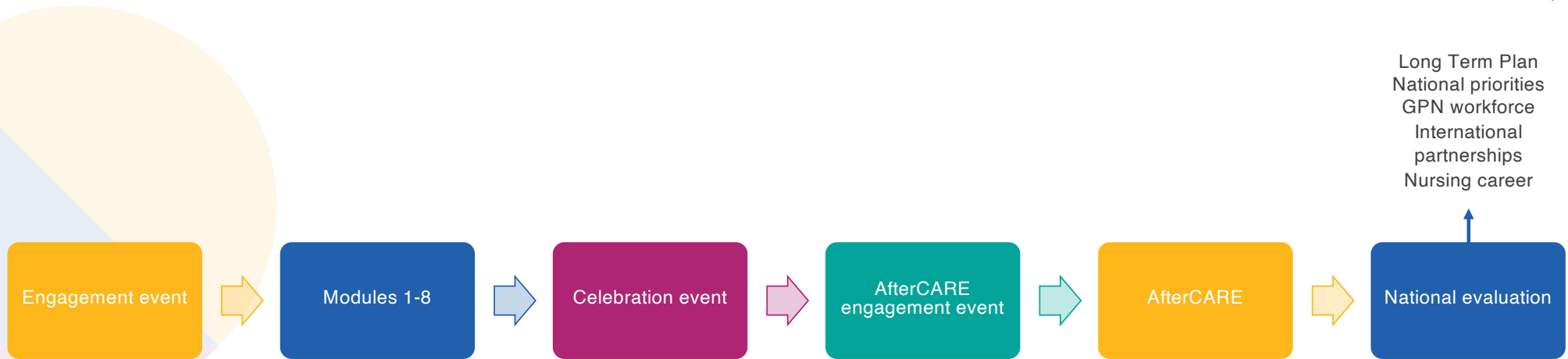


Empowered

# The CARE Programme



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Long Term Plan  
National priorities  
GPN workforce  
International partnerships  
Nursing career

National Programme  
Marketing and Communications, NHS ICS stakeholder relationships, Governance,  
Local & National Evaluation  
[National Community of Practice](#)



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# CARE Programme Modules



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## 1. Building my understanding of the context in which I work

- Understand the context in which I am working
- Understanding PHM and its application to my work

## 2. Building my understanding of self

- Understand self
- Understand that we can control our state

## 3. Building my purpose as a distributed leader

- Understand my role as a catalyst for change
- Identify own improvement project

## 4. Building my inner team

- Understand our inner critic
- Develop our strategies and inner strength

## 5. Building my project or support team

- Understand PHM approach to workforce redesign
- Understand the characteristics of a great team

## 6. Building for effective engagement

- Demonstrate understanding of NLP communication model
- Understand and practice tools to support effective communication and engagement

## 7. Building our leadership and influencing capability

- Demonstrate understanding of influencing strategy
- Understand and practice storytelling

## 8. Building for impact

- Understand our why, how and what.
- Demonstrate ability to build a coalition of the willing through personal impact



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# CARE Testimonials

The CARE programme has given me **leadership skills that can be put into practice which were taught in a very practical way.**

The app has been particularly helpful, and I have already been sharing this with my colleagues. Being given the opportunity to improve our networking is key in healthcare and this programme has **enabled us to work with our colleagues within our PCN** to draw on their skills and specialities to better **improve our patient's health.**

Charlotte Gamble

The programme has had a **very positive impact on me** and improved my confidence. Bec's sessions were very thought provoking and have helped **improved my confidence.**

Our project is exciting and will hopefully **improve the population's health.**

Thank you for the opportunity.

Kathryn Nussey

The sessions with Rebecca have had a **big impact on my emotional wellbeing both at work and home.** The sessions are always in the back of my mind and the influence how I react to situations.

Thank you for enabling me to network with other member of the PCN and **giving me the tools to implement changes now and in the future.**

Denise McCoid

I found the programme has helped me focus on tasks. **To look at projects in small bite sized chunks,** rather than tackle a big mountain. It has also given me the **ability to look at myself and my internal self-doubt,** and to see where that has come from. It has also helped me realise that those who I often put on a pedestal will often feel the same as me.

**I really enjoyed the sessions.** Thank you.

Lisa Hodgkinson

This has been really influential in terms of networking and the relationship information we learned in the first sessions. It has really made me look at staff behaviour and how this **impacts on self, teams and the wider networks and systems.**

Would really recommend this programme, which I have recommended to others

Deb Towers

**Connecting with Nursing colleagues and new leaders in our system** who needed recognition and self belief and bit of encouragement. Looking forward to watch them develop further and their **ideas becomes reality.**

Thank you for bringing this programme to Nottingham.

Sonali Kinra

It has changed my attitude. **I am concentrating on where I can make a difference** rather than on others.

Rachel Harris

**High impact** - enjoyed networking with other leaders from across the country and in several different roles. Learned more about myself and my leadership skills and about general practice nursing which will enable me to **do my job better in the future.**

Esther Gaskill

It has supported me to **use wellbeing techniques on a daily basis.** It has provided me with information need to **get a project started.**

Ryan Alsop

It has **increased my leadership and improvement skills,** networking and working in collaboration.

Adam Street

The feeling that I can make a difference made a **huge impact on my job satisfaction.**

Sharmin Leach



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