

**Mapping of Educational Programmes, Modules and Resources to NMAHP Knowledge, Skills and Behaviours (KSBs)**

**Education provider:**

**LEVEL 5**

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| **LEADERSHIP PILLAR** | | | |
| **Knowledge, Skills and Behaviours** | **Module Title/Code** | **Link/Comment** | |
| **Generic** |  |  | |
| 5L1 - Demonstrate leadership qualities and behaviours including skills in motivating, influencing and negotiation. |  |  | |
| 5L2 - Communicate effectively verbally/non-verbally and in writing to a range of people. |  |  | |
| 5L3 - Seek, receive and provide feedback in an open, honest and constructive manner. |  |  | |
| 5L4 - Identify and analyse problems and recommend solutions. |  |  | |
| 5L5 - Respond proactively to own and others concerns and know how to escalate ongoing issues. |  |  | |
| 5L6 - Demonstrate the ability to work well within a team and in collaboration with others. |  |  | |
| 5L7 - Demonstrate accountability for own work and responsibility for delegation to others. |  |  | |
| 5L8 - Engage in own personal and professional development planning and review; and support others to develop personally and professionally. |  |  |
| 5L9 - Contribute to effective management of resources including workforce resources within own area of practice. |  |  |

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| **LEADERSHIP PILLAR** | | |
| **Knowledge, Skills and Behaviours** | **Module Title/Code** | **Link/Comment** |
| **Role or profession specific** |  |  |
| 5L10 – Develop and apply leadership skills and behaviours appropriate to specific role | *Where there are professional or role specific knowledge, skills or behaviours*  *these can be listed or referenced below.* | |
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**LEVEL 6**

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| **LEADERSHIP PILLAR** | | |
| **Knowledge, Skills and Behaviours** | **Module Title/Code** | **Link/Comment** |
| **Generic** |  |  |
| 6L1 - Use national leadership frameworks to assess and develop self-leadership and leading others. |  |  |
| 6L2 - Communicate complex information at an appropriate level to a range of audiences, adapting to context and purpose. |  |  |
| 6L3 - Actively promote a Communicate complex information at an appropriate level to a range of audiences, adapting to context and purpose. |  |  |
| 6L4 - Display creativity and innovation in exploring and implementing possible solutions to problems and evaluating their effectiveness. |  |  |
| 6L5 - Provide leadership for quality improvement and service development to enhance people's wellbeing and experiences of healthcare. |  |  |
| 6L6 - Support others to take responsibility for ensuring concerns are addressed in a timely manner applying relevant policies such as whistleblowing and complaints. |  |  |
| 6L8 - Demonstrate the ability to form, contribute and lead a team and work in col7aboration with others to achieve the teams' purpose and objectives. |  |  |
| 6L8 - Contribute to and manage other members of a team by sharing information and expertise. |  |  |
| 6L9 - Demonstrate leadership behaviours when managing people applying human resource policies and processes. |  |  |
| 6L10 - Recognise early signs of poor performance and take appropriate measures to address concerns. |  |  |
| 6L11- Respond in a transparent and structured way to any complaints from staff about the unacceptable or unfair behaviours of other members of the team. |  |  |
| 6L12 - Contribute to workforce development through personal and professional development of individuals and teams aligned to organisational priorities. |  |  |
| 6L13 - Demonstrate the ability to use recognised workload assessment and skill mix tools to manage resources and budgetary demands including workforce resources. |  |  |

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| **LEADERSHIP PILLAR** | | |
| **Knowledge, Skills and Behaviours** | **Module Title/Code** | **Link/Comment** |
| **Role or profession specific** |  |  |
| 6L14 – Apply and continue to develop, leadership skills and behaviours appropriate to specific role | *Where there are professional or role specific knowledge, skills or behaviours*  *these can be listed or referenced below.* | |
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**LEVEL 7**

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| **LEADERSHIP PILLAR** | | |
| **Knowledge, Skills and Behaviours** | **Module Title/Code** | **Link/Comment** |
| **Generic** |  |  |
| 7L1 - Provide strong and effective leadership across professional and organisational teams/boundaries. |  |  |
| 7L2 - Evidence a positive impact of own exemplary leadership qualities and behaviours. |  |  |
| 7L3 - Role model highly developed verbal, non-verbal and written communication skills. |  |  |
| 7L4 - Demonstrate how feedback is used by the organisation to positively improve services. |  |  |
| 7L5 - Use creative and innovative solutions to address complex problems. |  |  |
| 7L6 - Promote a culture of empowerment to enable concerns to be raised, addressed and/or appropriately escalated. |  |  |
| 7L7 - Lead innovation and quality improvement and promote involvement of others. |  |  |
| 7L8 - Build and lead teams, engage stakeholders and work in collaboration with others. |  |  |
| 7L9 - Demonstrate and support others to manage people effectively using organisational policies and exemplary leadership qualities. |  |  |
| 7L10 - Progress workforce development plans aligned to organisational priorities. |  |  |
| 7L11 - Demonstrate effective financial and workforce planning, delivery and reporting. |  |  |

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| **LEADERSHIP PILLAR** | | |
| **Knowledge, Skills and Behaviours** | **Module Title/Code** | **Link/Comment** |
| **Role or profession specific** |  |  |
| 7L12 – Apply advanced leadership skills and behaviours appropriate to specific role | *Where there are professional or role specific knowledge, skills or behaviours*  *these can be listed or referenced below.* | |
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**LEVEL 8**

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| **LEADERSHIP PILLAR** | | |
| **Knowledge, Skills and Behaviours** | **Module Title/Code** | **Link/Comment** |
| **Generic** |  |  |
| 8L1 - Evidence leadership skills and behaviours that have a positive impact across organisations. |  |  |
| 8L2 - Communicate effectively at a strategic level through presentations, reports and policies to demonstrate organisational leadership. |  |  |
| 8L3 - Embed the use of feedback in organisational learning policies. |  |  |
| 8L4 - Demonstrate expertise in developing original and creative solutions to highly complex problems. |  |  |
| 8L5 - Demonstrate organisational learning from concerns raised or escalated. |  |  |
| 8L6 - Collaborate across stakeholder groups and organisations to lead services. |  |  |
| 8L7 - Promote a culture where people are managed effectively using organisational policies and exemplary leadership qualities. |  |  |
| 8L8 - Lead the development of the workforce in alignment with national priorities. |  |  |
| 8L9 - Provide strategic direction to ensure efficient delivery of financial targets including workforce planning. |  |  |

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| **Knowledge, Skills and Behaviours** | **Module Title/Code** | **Link/Comment** |
| **Role or profession specific** |  |  |
| 8L10 – Lead on the promotion, development and application of expert leadership skills and behaviours appropriate to own role and the wider service | *Where there are professional or role specific knowledge, skills or behaviours*  *these can be listed or referenced below.* | |
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