

Practice Leadership Programme

Enhancing support and quality of life

The Practice Leadership Programme is designed to strengthen leadership where it matters most — at the point of delivery.

This practical development programme supports leaders to become more visible, confident and effective in improving everyday practice, strengthening team culture and improving quality of life outcomes.

Grounded in research and real-world practice, the programme focuses on the leadership behaviours that help create capable and supportive environments where people can thrive.



Who is this programme for?

Practice leadership is relevant in any setting where the quality of everyday support, care and interaction matters.

This programme is designed for people who lead or influence practice within teams, including:

- Team leaders and deputy managers.
- Frontline managers.
- Practice leaders.
- Senior support staff.
- Education managers and curriculums leads.
- Quality, operational or clinical leads.

Relevant across a wide range of health and social care settings, including:

- Learning disability and autism services.
- Mental health and rehabilitation services.
- Older people's services.
- Residential, supported living and community services.
- Specialist school, colleges and residential education settings.

The programme is particularly valuable for organisations wanting to strengthen leadership visibility, team consistency, reflective practice and quality of life outcomes.



At a glance

- > 2-day face-to-face programme.
- > Workplace-based Practice Leadership project.
- > Follow-up face-to-face workshop.
- > Practical, interactive learning.
- > Observation, coaching and modelling skills.
- > Small group learning and reflection.
- > Focus on real workplace improvement.
- > Bild Practice Leadership in Action Certificate.

What makes this programme different?

Practical leadership focus

The programme focuses on visible leadership behaviours that improve the quality of everyday support.

Workplace-based improvement

Participants apply learning directly within their own service through a focused Practice Leadership in Action project.

Real world leadership skills

Participants develop confidence in: observing support in real time; coaching and modelling good practice; giving constructive feedback; addressing drift in support quality; and building reflective and accountable teams.

Focus on quality of life

The programme continually links leadership behaviour to the lived experience of the people being supported.

Core areas of learning

Participants explore:

- Driving excellence in support.
- Leading by example.
- Building strong teams.
- Observation and coaching skills.
- Reflective supervision and team culture.
- Consistency and accountability.
- Psychological safety.
- Sustaining leadership habits in practice.

Practice Leadership in Action

Following the course, participants complete a small workplace-based project over 4–6 weeks focused on:

- structured observation and coaching;
- one focused quality improvement;
- facilitating reflective team discussion.

Participants then return for a follow-up workshop to reflect on impact, share learning and develop a 90-day sustainability plan.

Benefits for organisations

Organisations benefit from developing leaders who can:

- Improve visibility and leadership presence.
- Strengthen coaching and reflective practice.
- Improve consistency of support, teaching and therapeutic practice.
- Identify and address drift earlier.
- Strengthen quality of life outcomes.
- Build more confident and accountable teams.

Programme completion

Participants who:

- attend the two-day programme;
- complete the workplace project;
- attend the follow-up workshop, receive a: **Bild Practice Leadership in Action Certificate.**

Interested in finding out more?



Contact Bild for:

- > Course dates.
- > Fees and funding information.
- > Delivery options.
- > Application details.



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 bild.org.uk/qualifications-and-courses

