

Future Leader's Programme (FLP) Bid Assessment Tool for August 2022 starters

	Score 0	Score 1	Score 2	Score 3
Aims and objectives	No aims and objectives defined	Weak/unclear aims and objectives	Specific aims and objectives	Clearly defined SMART aims and objectives
Project	No relevance outside Trust/speciality No evidence of innovation or alignment with strategic priorities Service delivery project only	Relevant across specialities Some innovative aspects	Clear need for collaboration across organisations and Trusts Good evidence of alignment with FLP values Some innovative aspects in a useful area	Scope for fellow to create their own vision and input Involves a high level of collaboration across specialities, sites, trusts and/or regions An innovative and novel project in an area involving strategic priorities Clearly a leadership project
Links with; NHS Long-term plan NHS People Plan	No relevant information	Mentions either of the plans	Links with the aims of the plans	Clearly driven by current national agendas or responding to local, regional needs
Personal development	No evidence of thought towards personal development of fellow No evidence of alignment with FLP values	Some evidence of focus on personal development Some evidence of alignment with FLP values	Good evidence of focus on personal development Chief Exec/senior Exec team member is named on application and is	Clear focus on personal development of fellows with realistic examples of contributing activities

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	No awareness of FLP or fellowship post within senior executive team	Limited evidence of senior team involvement Some scope for leadership and challenge	available to fellows throughout year Good opportunities for leadership across all domains	Excellent evidence of alignment with FLP values with clear and realistic examples given. Chief Executive/senior Exec team member provides shadowing and regular 1:1 opportunities during fellowship year; additional senior mentorship encouraged and facilitated Plenty of scope for leadership, challenge and personal growth
Previous fellows		Organisation has not previously hosted leadership fellows		
Multi-professional opportunities	Only open to one professional group	Open to >1 professional groups		

What will NOT be considered for a Leadership Post:

- Just 'another pair of hands'
- Research fellows
- The implementation of an already defined project/scheme/programme
- Posts with a mandatory clinical commitment (clinical work is at the discretion of the fellow and must be separate to the fellowship and not completed within normal working hours.)