Welcome to your Health & Social Care Membership

LEARN ADAPT CREATE SHARE

Institute of Health & Social Care Management

https://ihm.org.uk

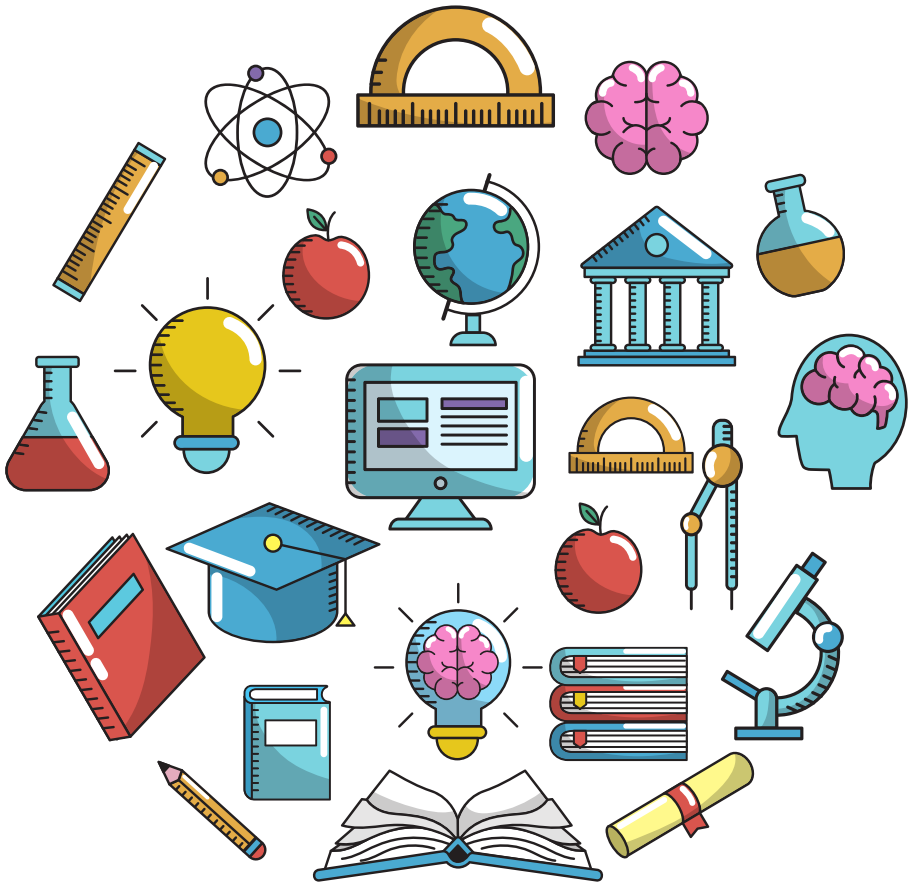
MEMBERSHIP

Joining the Institute of Health and Social Care Management (IHSCM) is a place for health and social care to learn, share, and innovate. It's a supportive environment that aims to provide you with the resources you need whilst also empowering you to share your knowledge with other members.

Your IHSCM membership offers you a wealth of benefits:

- CPD accredited courses
- Social care resources - Support guides and more
- Free access to events - Including all Health and Social Care Chats
- Networking opportunities - With our partners and industry leaders
- Exclusive content created with our partners and members
- Innovation groups - becoming the solution.

The IHSCM is your place to be the voice of health and social care.



WHY SHOULD I JOIN?

The IHSCM is committed to supporting the learning and development of our members. We do this by celebrating and recognising the wealth of knowledge and expertise of our members. The essence of the institute is peer support, learning and sharing knowledge from one to another.

No Additional Costs: We're also proud that, unlike other membership bodies, we have no additional costs. Everything offered to you as a member is included in your membership fee. There are no 'members rates' for events, no 'early bird rates' for our conferences, and definitely no additional costs for any of the training courses we currently have.

1

Peer Support: The Institute of Health and Social Care Management is a safe place where Managers, Leaders, those wanting to influence real change in Health and Social Care, can join to develop themselves and support the development of others.

2

Have Your Voice Heard: The IHSCM is a platform for you to have your voice heard by taking part in reports, surveys, and special interest groups. You will have the opportunity to support us at our national conferences, and represent yourself, instead of being represented on behalf of. We don't believe in 'about us without us', we instead believe in collaboration and coproduction.

3

Integration: We are also bridging the gap between health and social care. We want our members to feel confident that they can work together across sectors. Health and Social Care are at their strongest when working together, we want to create solutions that support both.

4

COURSES

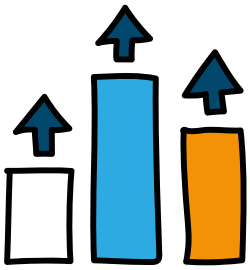
The IHSCM currently have 16 courses, created in partnership with industry leaders and experts, that you will now have access to, with your membership. We are always developing our content in line with what our members want and need.

Introduction to Mentoring - CPD Accredited - This course has 6 Modules, and offers an introduction to mentoring and its theory and practice; whilst giving you insight into how to mentor your organisation and team. You can undertake this course at a pace that suits you and have access to the programme facilitators; Amanda Reynolds and Chris Birbeck, whilst you train.

Effective approaches to Communications - CPD Accredited - This course is primarily aimed at non communications specialists in health and social care, and designed to equip members with an understanding of basic concepts of how communications activity works in practice and what it could do for them. The course will introduce you to some of the concepts of how PR works, how it might work for you, and how you can leverage your resources.

How to Use & Report Data - CPD Accredited - Course leaders Sam Riley and Karen Hayllar from the Making Data Count NHS Team have produced 4 20-minute modules designed to improve and enhance your knowledge, skills and understanding of data analystics and how to make data count.

Introduction to Mediation CPD Accredited- This short course will introduce you to the principles of mediation and provide you with opportunities to reflect and practice these skills, as well as understanding where to apply them. It will also help you to understand points of escalation and how spotting these can be key to maintaining professional and productive relationships at work.



COURSES

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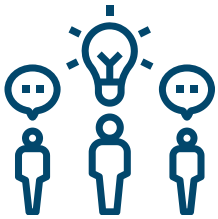
High Performance Leadership CPD Accredited - The IHSCM are proud to present our High Performance Leadership programme for the 2020s. It includes topics such as; leadership styles, communication, behaviours, how to give effective feedback, how to listen and engage and the language we use, personal wellbeing, time management, Coaching and Planning.



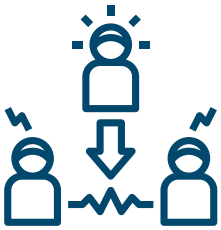
How to be a Compassionate and Effective Leader Programme - This programme is acknowledged by and based on Michael West's Compassionate Leadership. You will learn about:

- What Compassionate Leadership is and why it matters
- Why Compassionate Leadership Works
- How to lead inclusive and compassionate teams
- How to lead compassionately across boundaries
- How to lead compassionate change

How to Conduct an Appraisal - delivered by IHSCM CEO Jon Wilks.

You will learn about

- Preparation for the appraisal
- What to do in the appraisal
- Following up after the appraisal



Conducting the perfect appraisal is something many managers and leaders are keen to achieve. Jon Wilks is delighted to bring his expertise and knowledge to you in this course so that you might be able to build on your own current abilities to improve your approach to team appraisals.

COURSES

continued

Performance Mentoring Programme CPD Accredited - This course builds on the Introduction to Mentoring Programme and teaches you the skills needed to engage, motivate and enable improved team performance. Produced by Blend Associates Ltd's Jeff Matthews, Faculty Trainer and Coach, and Amanda Reynolds, Managing Director and Founder.

How To Speak Up Safely in Health and Social Care CPD Accredited - This course has been produced by Tom Bell of Cormetis Consulting. Designed to create wilful awareness, providing you with the insight, tools, techniques and support needed to safely call out and prevent behaviour in health and social care settings.

Preparing to go Digital CPD Accredited - This course has been developed with Log My Care.

This course is aimed at managers and directors who are looking to swap their analogue and paper based systems over to digital solutions.
It consists of 3 modules and 2 assignments. The assignments have been designed to be practical tools that you can use to help you along your digital journey.

How to Use Online Marketing for your Business and Recruitment - This course has been developed with Cahoot Marketing **CPD Accredited**

This course is aimed at manger and directors who are looking understand better how they can use online marketing to increase their business opportunities and improve their recruitment chance and options.

It consists of 3 modules and 3 assignments. The assignments have been designed to be practical tools that you can use to help you along you adapt your business' online marketing approach.

COURSES

continued

Introduction to Greener Care CPD Accredited - This We are excited to be bringing this Greener Care Short Course in conjunction with our partners Improvement, Care and Compassion, The Centre for Sustainable Healthcare and Autumna, and including contributions from many of our members and important perspectives from patients, manufacturing and third sector partners.

This course is aimed at all staff within health and social care who wish to improve their understanding of environmental issues and is designed to equip members with knowledge of both the basic scientific facts, and how the actions that we take at home and at work impact on climate change and the health of the planet.

Introduction to Emergency and Crisis Response Leadership - Welcome to our short course masterclass, an Introduction to Emergency and Crisis Response Leadership. This course has been developed and delivered by Colonel David Bates FIHSCM, who leads University of Cumbria's postgraduate programmes in disaster, crisis and humanitarian response. By the end of the course, learners will have a clear understanding of key concepts, practical applications, and the ability to critically analyse and apply what they've learned in real-world scenarios.

Introduction to Coaching CPD Accredited

This course has been created by IHSCM Member, Lucy Buxton RN, Coach, Quality and Compliance Consultant and NLP Trainer, **LjB Coach Consultancy**. Made up of 5 modules you will look at what coaching is, what the journey looks like, the different types of coaching and a broad look at the process.

COURSES

continued

Systems Leadership in Health and Social Care CPD Accredited-
a dynamic learning experience designed to equip health and social care professionals with the mindset, tools, and collaborative strategies needed to lead across boundaries and drive meaningful change.

Deputy Managers Leadership Programme CPD Accredited-

This programme is for any aspiring leader who wants to understand the foundations of good leadership and develop skills to support them in their professional development journey.

Enrol on a short course

ENROL HERE

HIGH PERFORMANCE LEADERSHIP COMPETENCIES FRAMEWORK

From the Institute's foundation in 1902, the aim of the IHSCM has been to support and encourage the development of our members. **The High Performance Leadership Competency Framework is a modular approach to professional development** which members can access and engage with as appropriate to their role, interests, and career progression.

The **Member Exclusive** framework focuses on leadership behaviours and skills, consistent with the **IHSCM code of practice**.

All content and events that are part of the framework will demonstrate their points value. Completion of a task or attendance at events will entitle you to collect these points, add them to your learner record, and keep track of your progress.

Every year, you can achieve a Bronze (50 points), Silver (100 points) or Gold (150 points) High Performance Leadership Competency Framework Award.

This is a voluntary initiative and we hope you enjoy working towards the 5 competencies below. To find out more and enrol on the framework click here - https://ihm.org.uk/hpl-dashboard/.

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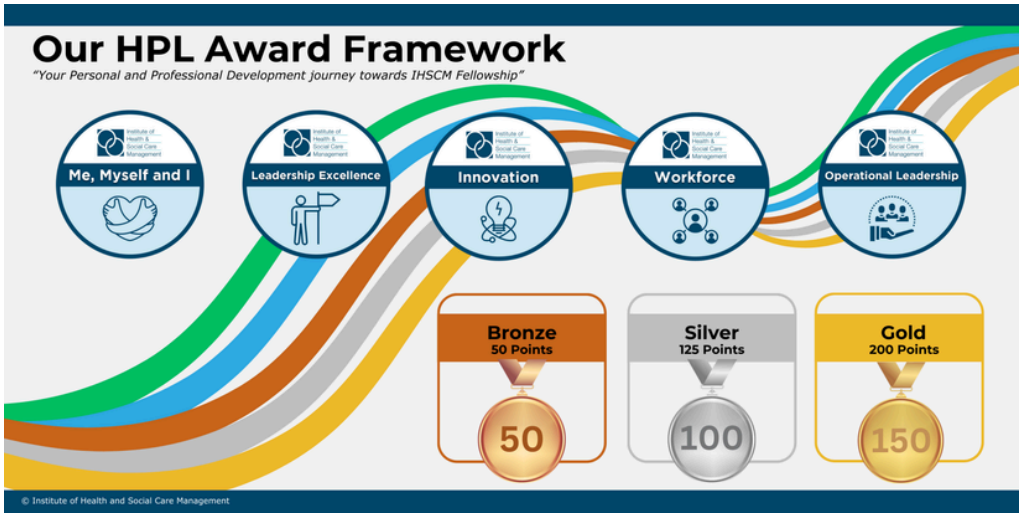
HPL POINTS



In additon to attributing points for attending events, workshops, undertaking short courses or watching recorded content and podcasts, you can also earn points by:

- **Attending Special Interest Group Meetings**
- **Presenting at an event or being part of a panel discussion**
- **Chairing a Special Interest Group Meeting**
- **Writing an article for our quarterly e-Magazine**
- **Submitting a Guest Blog**
- **Reading IHSCM publications and reports**

The total number of points is the qualifier for our HPL awards, not the acquired skills through IHSCM membership. Therefore, if you and your employer would like you to focus on a particular skill, e.g. 'Organisational Development', please work towards this skill. Any content that addresses the other four competencies are then a bonus skill.

Point tracking for our HPL awards will run academically from **1st February to 31st January** the following year. If you have earned an award, you will be notified by email. Please ensure your IHSCM membership contact details are kept up-to-date to ensure you receive this notification.

If members achieve our **HPL Gold Award** for 2 years running, they will also attain fellowship of the institute and accrue the postnominals FIHSCM. *Please read page 9 for more information*.

You can accrue a large number of points across several of our five competencies by studying an online short course masterclass with the institute. **These courses have been designed and delivered by experts in their field; sharing lived experiences, lessons learned, best practice solutions, a toolkit of practical resources and CPD accreditation***

*We are working towards CPD accreditation for all our short courses. Where a course has been undertaken without CPD accreditation, this will be issued in lieu when accredited.

https://ihm.org.uk/hpl-dashboard/

FELLOWSHIP

1. Fellowship is open and available to any member, irrespective of their relative seniority or experience.
2. There is no additional charge for Fellowship application or award.
3. The award of Fellowship involves a 2-year process of attendance, contribution, support and commitment.
4. In each of the 2 years, **members should accrue 150 HPL points (HPL Gold Award) and 12 hours of mentoring**.
5. In each of the 2 years, applicants should present at, or contribute to, the development of a workshop, masterclass, conference, round table or PowerHour.
6. During the 2 years, applicants should be able to demonstrate, through a 500-word written application to be submitted at the end of the 2 years, how they have supported/encouraged/inspired fellow members through, for example, mentoring or coaching or other contribution.
7. A Fellowship review board will consider applications and make the recommendation of awards.
8. In the short term, we will consider applications from any member who can demonstrate substantial commitment to the IHSCM over the last 2 years and can confirm points 5 and 6 above. This might include, for example, members who have contributed to the People Plan, conferences and Special Interest Group Meetings.

SPECIAL INTEREST GROUPS

The Institute has a number of Special Interest Groups (SIGs) available to members.

These SIGs highlight particular themes and functions within Health & Social Care and meet to network and plan events and reports.

Join any of the SIGs by **clicking here**. Each meeting is worth 1 HPL point towards **Me, Myself and I**. Where there is a SIG event, more points will be available.

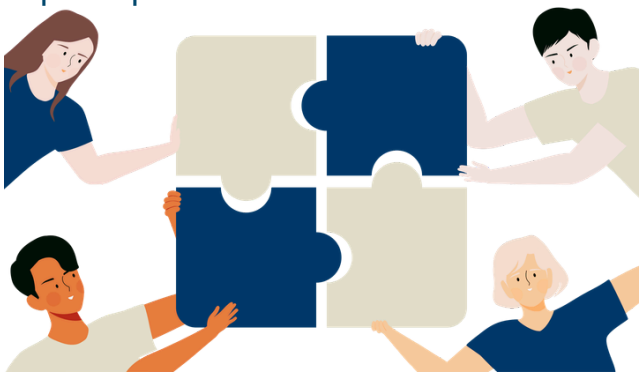
Sign our SIG Code of Conduct **here**. You only need to sign this once to participate in all groups and receive invites to future meetings and events.

https://ihm.org.uk/special-interest-groups

BECOMING THE SOLUTION

At the IHSCM, we are keen to to start **bringing the solutions** to the social care sector. Our members are integral to this, as we believe the voice for social care has to be from social care.

Our **'Social Care Innovators'** group launched in January 2020 and has already achieved amazing outcomes that are starting to help shape the social care.



The Innovators group is made up of 8 sub groups, each with their own mission and desired outcomes to benefit the sector.

When you join the IHSCM, you're not just becoming a member, you're becoming a Social Care Innovator.

You will be able to work with other members and industry leaders to help create amazing solutions like our **People Plan For Social Care**, or start fantastic initiatives like our **#GreenHeartForSocialCare** campaign.

Join the groups you want to join, to help the sector succeed!

- **Social Care Innovators**
- **EDI**
- **Digital Tech**
- **Research**
- **Care Leaders Innovators**

IHSCM Social Care Innovators Group

SIGNING UP

Application Process:

Please follow the step by step instructions below.

Visit https://ihm.org.uk/create-user/ **1**

Fill in your name, email address, and choose a secure password **2**

Select Yes for 'Is your organisation paying for your membership or do you have a complimentary membership code?" **3**

Enter your organisations access code UWTSD2026 to bypass the payment process* **4**

Once registered you will receive a welcome email, certificate and details of your IHSCM membership number.

Register now for your FREE IHSCM Membership

- **Practical Leadership Training**
- **Events**
- **Podcasts**
- **Member Benefits**
- **Fellowship**

Scan the QR code to register for your individual IHSCM membership, please use the **FREE** access code below - **UWTSD2026**

We are passionate about enabling people to be great leaders because we know this positively impacts all who access, and work in, health and social care and we would be delighted to welcome you as a member.

To create your membership follow the simple steps below:

1. Head to www.ihm.org.uk/create-user/
2. Input your details and create a password
3. The dropdown at the bottom of the page select YES
4. Use code - **UWTSD2026**

If you have any questions about membership or encounter any problems during the application process please do not hesitate to contact **membership@ihm.org.uk**

We look forward to welcoming you as a member!

Institute of Health & Social Care Management