



Wavelength is a 5-month leadership programme to develop the skills, mindset, knowledge and relationships that support effective, joined up digital transformation across the Frimley Health and Care Integrated Care System.

Technology is transforming the world we live in.

The leadership of digital transformation and enablement is enhancing the quality and safety of care, reducing inequalities, and improving health outcomes for our population.



In October 2018, Wavelength was launched—an innovative leadership programme bringing together clinical, operational and digital professionals from across the Frimley health and care system.

We recognise that by developing our people as system leaders and applying this leadership to digital transformation, we will be better placed to achieve our ambitions as an Integrated Care System.

We are delighted to be recruiting our 9th and 10th Wavelength Cohorts ready for launch in April and July 2025 respectively.

THE WAVELENGTH LEADERSHIP PROGRAMME AIMS TO



- Break down barriers and strengthen partnership working across the organisations within our ICS and our partners (voluntary sector, care homes).
- Support people across our ICS to collaborate more effectively to deliver digitally enabled transformation.
- Invest in people across the system so that they feel equipped and empowered to make digital change happen.
- Create a shared language across professions which will enable the transformation journey.
- Explore the art of the possible, aligning around a collective cause of the communities and residents we serve.
- Develop a network of role models for the leadership required to inspire and bring others with you.
- Provide a positive culture across the Frimley Health and Care ICS which promotes digital transformation, innovation and inclusion.

What you can expect from the programme

The programme consists of 1×2-day event, 3×1 day events and 2×90 minute Action Learning Sets running from April – October or July - November. All events are full day (9am– 5pm) and will be face-to-face in locations across the Frimley ICS. The Action Learning Sets will be virtual.

You can expect a dynamic mix of engaging and interactive sessions including: keynote speakers from across health and social care, practical workshops, small group conversations, group

work on live system challenges, visits from leading organisations in the digital space and lots more.

The programme content is designed to create an environment of collaboration, trust and freedom. This is an opportunity to get away from the work environment, away from processes and hierarchy, for you to consider the system you work in and how your behaviours can impact change and influence transformation that is digitally led.

PROGRAMME FOCUS AREAS

- 1. Leadership development**—building skills, mindset, behaviours, tools, methodologies, technical knowledge (specifically around digital and population health) and shared language which are core to digitally-enabled transformation.
- 2. Building connections**—building the trust and quality of relationships with your fellow participants and the broader Wavelength Network that will endure beyond the programme and make a significant difference in your ability to bring about change.
- 3. Experiential learning**—the programme has a bias for action so you'll have an opportunity to work collaboratively in small, cross-system groups on real-life digitally enabled transformation work connected to Frimley ICS priorities.

WHAT WE EXPECT FROM YOU

- Commitment**—you must attend all 5 days, the 90-minute Action Learning Set and conduct a leadership exchange where you give a fellow participant an insight into your world which is then reciprocated. This commitment is key to maximising the benefits of the programme and demonstrating best value to patients and taxpayers.
- Participation**—the programme is experiential so we will be looking for high levels of engagement and input on the modules to maximise the learning for all.
- Completing pre-work**—in advance of the modules there will be a small amount of pre-work (TED Talks, relevant articles, questions for you to consider) which should take no more than 60 minutes per module.
- Joining the movement**—there is an expectation that going forward you will play an active role in developing, delivering and promoting the work of the Frimley ICS Digital Transformation Programme and become a committed member of the Wavelength Network.

Who is this for?

We are looking for a truly diverse mix of participants to join the programme. By this we mean a healthy balance of:

- **Cross functional** –frontline clinical, operational and digital staff.
- **Cross system/cross geography representation** –providers, commissioners, community, local authorities and ambulance services from across the Frimley Health and Care ICS.
- **Cross hierarchical** –senior and junior, those with 30 years' experience of working in the health and care sector and those with 3 months.

We're looking for digital novices as much as those that are digitally savvy. **You do not need any digital experience!** If you're frustrated by technology and the pace of change then we would love you to apply. And if you're a digital champion then also apply.

Ultimately if you're excited about your own personal development, building your network and exploring how technology can deliver better health and care outcomes, then we would love to hear from you!

Programme Dates 2025

Module	Cohort 9	Cohort 10
Modules 1 & 2 (face-to-face)	23rd & 24th April	2nd & 3rd July
Action Learning Set 1 (virtual)	20th May	5th September
Module 3 (face-to-face)	10th June	30th September
Module 4 (face-to-face)	4th July	6th November
Action Learning Set 2 (90 mins virtual)	8th September	18th November
Module 5 (face-to-face)	2nd October	4th December



Apply now! Scan the QR code or email
frimley.academy@nhs.net for more details

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Wavelength is part of the Frimley Academy

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QUOTES FROM WAVELENGTH ALUMNI

“Not like any other ‘training’ programme I have attended. Started as a medley of strangers and ended up as a network of true collaborators with a better understanding of each others’ worlds.”

“If you are looking for a digital leadership programme which puts people at heart of the digital transformation journey, that helps build a trusted network of passionate colleagues, delivers real world insights and supports you to learn the tools, techniques and mindset needed to bring your digital vision to life to benefit your patients and the people who care for them. Then I would have no hesitation in recommending the Wavelength Digital Leadership Programme.”