



BSG Improvement Leadership Programme

Applicant Handbook

Introduction

Improvement leadership refers to a leadership approach focused on driving continuous improvement within an organisation, team, or community. This style of leadership aims to foster a culture of growth, learning, and innovation. Improvement leaders aim to empower individuals, align efforts with strategic goals, and create sustainable change.

The BSG 'Project 90 – Management and Leadership Workstream' wishes to offer ambitious members the opportunity to develop their leadership skills in a speciality focused and supportive environment. The programme's aim is to develop cohorts of future gastroenterology and hepatology leaders that have the skills and networks to improve services into the future. The programme has been designed in collaboration with our delivery partner [AQUA](#)

The BSG will fully fund an initial cohort of 25 enthusiastic BSG members from a variety of clinical backgrounds to develop their skills in improvement and leadership. Each participant will be asked to develop and deliver an improvement project in their organisation throughout the course of the programme.

The programme is nine months long, with three two-day face-to-face blocks of study and two one-day online blocks of study. Participants will be required to commit to all five study blocks. The programme will conclude with a celebration of achievement at BSG Live '26 in June 2026!

What's Covered?



Who is it for?

The programme is suitable for any BSG member who aspires to play a greater role in leading improvement in gastroenterology or hepatology services. This might be in the form of formal leadership positions (e.g. Governance Lead, Clinical Director, Senior/Lead Nurse), in the form of system leadership (e.g. Integrated Care roles, regional or national roles, BSG executive roles) or in the form of informal leadership.

The programme is open to all BSG Member healthcare professionals.

Why should I join the Programme?

The BSG Improvement Leadership Programme is designed to develop the leadership and improvement capabilities of professionals in gastroenterology and hepatology. It equips participants with the skills to lead change, influence teams, and apply improvement methodologies in real-world healthcare settings.

The programme blends leadership development with quality improvement (QI), integrating traditional and contemporary leadership theories to ensure participants can navigate complexity, manage change, and build high-performing teams. Rather than simply learning frameworks, participants will be encouraged to critically engage with them, adapting their leadership approaches to suit the realities of leading in healthcare.



Our Improvement leadership programme is designed primarily as a leadership development programme, and it is envisaged that while some participants may undertake formal QI projects, others may focus on leading service improvements or applying learning to everyday leadership challenges. Support for QI projects and leadership application throughout the programme will include:

- Orientation video (pre-programme preparation): A pre-recorded video will introduce the programme structure, expectations including project, key themes, and available support to ensure participants can familiarise themselves with the programme at their convenience.
- Integrated learning and application: QI projects will be embedded into measurement, stakeholder engagement and change management sessions, ensuring practical application of learning.
- Faculty project progress check-ins during learning blocks: Dedicated time within each teaching block for faculty to support delegates in refining and progressing their QI projects.
- Informal faculty support throughout the programme: Participants will have ongoing access to faculty via email or short virtual conversations for guidance on leadership challenges and improvement projects.

Eligibility

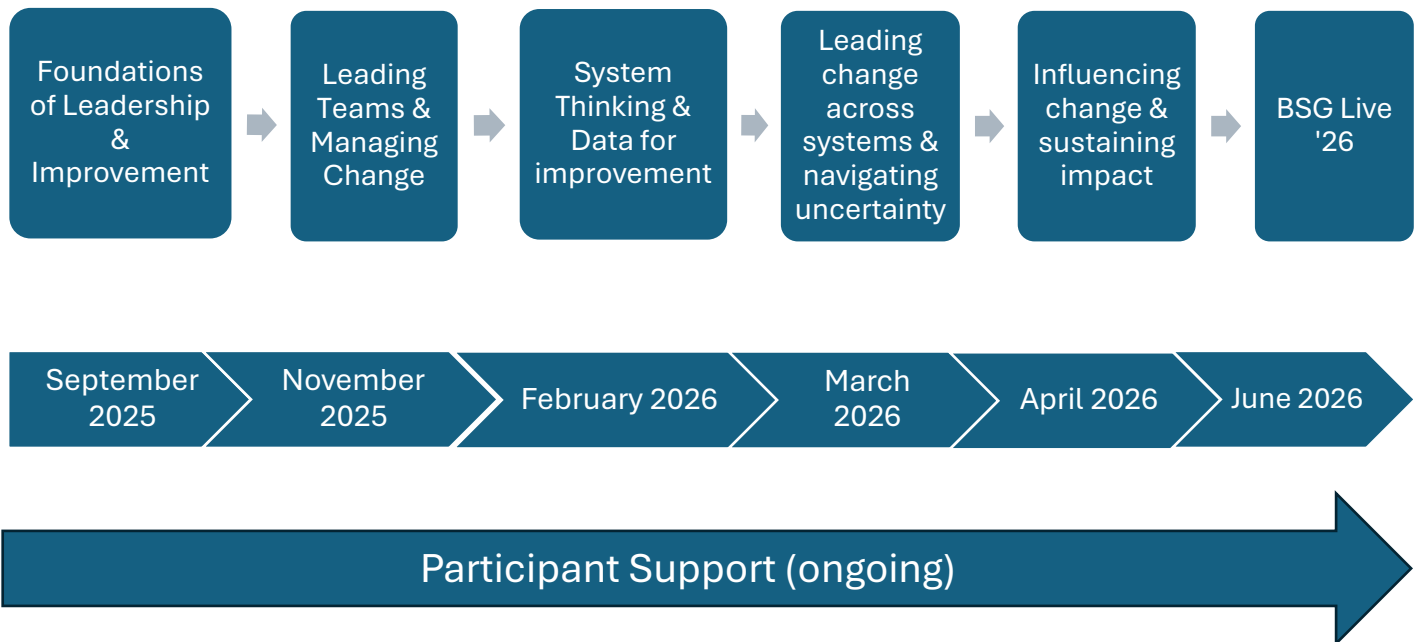
The programme is open to anyone who has been a BSG member for at least one year on the date of the application closing date. Applicants must confirm their commitment to attend all 8 teaching days of the programme.

The following priorities will be applied when assessing the application:

- Working in front-line care in gastroenterology and hepatology
- Any clinical background will be considered
- Able to demonstrate some experience of leadership and management (formal or informal)
- Able to describe their ambition for the future for service leadership and improvement
- Able to demonstrate support from their line manager/employer to participate in the programme.



Programme Structure and Units of Study



Cohort detail and commitment (dates/places)

- **Residential Block 1**
16 & 17 September 2025, De Vere Cranage Estate, Holmes Chapel, nr. Manchester
- **Residential Block 2**
25th & 26th November 2025, De Vere Cranage Estate, Holmes Chapel, nr. Manchester
- **Online Block 3**
10 February 2026
- **Online Block 4**
10 March 2026
- **Residential Block 5**
22nd & 23rd April 2026, De Vere Cranage Estate, Holmes Chapel, nr. Manchester

Programme Cost

The BSG will fund travel (from port of entry for international members), accommodation and the entire programme for successful applicants.

Participants must have demonstrable employer support and fund the time required for the programme via annual leave or study leave. **Should a participant fail to complete the programme without good reason, the BSG will seek reimbursement from participants of the cost of the placement. It is**



therefore important that all applicants ensure their availability for all teaching blocks before applying.

How to apply

Applications for the first cohort will open on 02 June 2025 and close on 06 July 2025.

Applications must be made on the prescribed online form and should include a personal statement that should cover the following points (in no more than 500 words):

- Describe your current role
- Your experience of leading or managing people, teams, project or change – giving relevant examples
- What is your experience, if any, of applying quality improvement methodologies – give examples?
- How do you think you (and your wider team) will benefit from participating in this programme? Why now?
- Please list any previous leadership or Quality Improvement programmes/courses you have attended and what you hope to build on by attending this programme.
- Confirmation that you can commit to the requirements for attendance at all 8 teaching days of the programme

We also require a letter of support from your institution.

Contact Us

Any questions? Drop us a line at Project90@bsg.org.uk, or come along to the BSG stand at BSG Live '25 (23-26 June 2025) to chat to the Project 90 team.