

CW Innovation Horizon Fellowship – FAQs

Who is eligible to apply?

The programme is aimed at any staff member employed at any level by Chelsea and Westminster Hospital NHS Foundation Trust. The only staff who will not be eligible are those who will be due to leave the Trust before March 2022 (e.g. due to a training rotation or a temporary employment contract coming to an end). The programme is for individuals who are:

- Currently leading or significantly involved in delivering a digital transformation project within the Trust
- Recommended by their line manager through a letter of support
- Able to confirm that this programme is in line with their professional development needs
- Able to commit to attending six mandatory learning days (either in person or online, dependent on government guidance during the COVID-19 pandemic) and up to 6 additional “flexi-days”, set aside for learning or activities driven by the fellows.

How do I apply?

You will need to complete an application form in which you will be asked to provide information about a current relevant project that would benefit from your participation on the programme. The application deadline is midnight Sunday 16th January 2022. You may then be asked for an interview between 24th January and 4th February 2022.

When can I apply?

You can apply now, and the closing date is midnight Sunday 16th January 2022.

Can I change my answers once I have submitted my application?

Once you have submitted your application, you are unable to edit your answers. We recommend applicants make use of the wide application window to allow them to finetune all answers before submitting.

When should I expect to hear back about my application and are there interviews?

The application deadline is midnight Sunday 16th January 2022. You may then be asked for an interview between 24th January and 4th February 2022. The announcement of the successful applicants will be made on 9th February 2022.

Can I arrange a call / meeting to discuss my eligibility / application?

Yes, please email horizon@cwplus.org.uk with any queries and someone from the team will be happy to help you.

What is the Horizon Fellowship programme?

The Horizon Fellowship is being delivered collaboratively between CW Innovation and DigitalHealth.London. The Fellowship will support up to 20 change makers from the Trust to design and lead transformation projects underpinned by digital innovation. The Fellowship is designed to equip the fellows with new skills and knowledge, from building good business cases and using Agile as a project delivery technique, to structuring a good evaluation, and implementing change management principles. The programme is designed to connect fellows to like-minded peers, influencers in the system and people who can mentor them.

How long is the programme?

The programme lasts for 12 months, during which time fellows will be expected to attend 6 days of learning (either in person or online, dependent on government guidance during the COVID-19 pandemic) plus up to 6 additional “flexi-days”. The content of the learning days will form the core of the fellowship, while the content of the flexi-days will be determined by the needs of the fellows; this could include additional time to meet mentors, protected time to work on your projects, or additional peer learning on subjects not covered in the core learning days.

What subjects/ modules will be covered?

The programme modules are subject to change but the following subjects are included within the scope of the programme:

- Benefits articulation & management
- Influencing (marketing & selling ideas and visions)
- Change management
- Design thinking
- Agile delivery
- Evaluation
- Business Case development
- Strategic influencing
- Strategic thinking

How much time will I have to commit to the programme?

Each fellow should allow for 12 full days split across the 12 months. You will need to allocate 6 full days to participate in the tuition and workshops at the learning days. We estimate an additional 2 hours per learning day for your own reflective learning and networking.

What are the benefits to fellows?

There are a number of benefits for fellows including:

- Access to a peer coaching network
- Capability building through taught modules on key topics
- Problem solving through action learning sets
- Growth in awareness with opportunities to hear from sector and domain expert speakers
- 1:1 mentorship

How long can fellows access support for?

Once fellows have graduated from the formal fellowship programme, they are invited to stay connected with CW Innovation and DigitalHealth.London. CW Innovation has a broad portfolio of projects, and we hope that the Horizon Fellows will continue to spearhead digital innovations at the Trust that address the most fundamental challenges healthcare organisations face today. DigitalHealth.London delivers a number of internationally recognised programmes and we would strongly encourage Horizon Fellows to take advantage of their networking opportunities during and after the Fellowship.

Is there ever a circumstance where a fellow could be asked to leave the programme?

Failure to attend the mandatory learning days will result in the fellow being asked to reconsider the programme and where necessary, to leave the programme. Allowances are made, in exceptional circumstances for one missed day.

The reason for this is that the time commitment for the programme is relatively small (approximately 6-12 days in the year) and that missing a session will greatly disadvantage the fellow, in terms of learning and in terms of the value that they gain from the programme and interactions with the other fellows.

Does it cost money?

There are no costs to either the fellow or their department or directorate. The only requirement is that the fellow **MUST** be employed by Chelsea and Westminster Hospital NHS Foundation Trust and must provide a letter of support from their employer.

Do I have access to a mentor?

You will have the opportunity of choosing from a pool of mentors, who have been selected based on their seniority and level of expertise. The mentors will offer fellows opportunities for 1:1 dedicated time to explore and discuss challenges that the fellow may be experiencing.

Who is behind it?

CW Innovation and DigitalHealth.London deliver the Horizon Fellowship. CW Innovation tests and scales high-impact innovations that improve patient care and the way we run our hospitals and is led jointly by CW+ and Chelsea and Westminster Hospital NHS Foundation Trust.

DigitalHealth.London is a partnership delivered by MedCity, London's three Academic Health Science Networks (UCLPartners, Imperial College Health Partners, Health Innovation Network) and CW+.

How is the Horizon Fellowship funded?

The Horizon Fellowship is funded by CW+.

How is the Horizon Fellowship different to the DigitalHealth.London Digital Pioneer Fellowship?

The structure of the learning days on the two fellowships is very similar. This is a format that has been refined over several years and is known to deliver excellent learning outcomes and the practical skills and knowledge required to deliver successful digital innovation projects.

The main differences are:

- The Horizon Fellowship is focused specifically on Chelsea and Westminster Hospital NHS Foundation Trust. The DigitalHealth.London Digital Pioneer Fellowship is London-wide.
- Learning days: The DigitalHealth.London Digital Pioneer Fellowship has 6 learning days throughout the year. The Horizon Fellowship has a similar 6 core learning days, plus an additional 6 "flex-days" that will be planned according to the needs of the Horizon Fellows.
- Project funds: The Horizon Fellowship comes with additional grant funding to support the Fellows projects of around £6000. Projects will be considered that are slightly more or less than this and project costs will need to be outlined in the application form.

My project was funded by a previous CW+ grant; can I still apply?

Yes, if the project that you would like to submit for the Fellowship is currently funded by a previous CW+ grant, you can apply for the Fellowship. In this case, we will not award any additional funds, but you will be able to participate fully in the Horizon Fellowship programme.

You can also apply if you are the recipient of an existing CW+ grant and would like to apply for the Fellowship with a different project. Please ensure that this is agreed with your line manager and explain in your application how you will manage the competing demands of the projects.