

Who can benefit from Milestones?

Are you a busy manager looking to develop your own understanding of health and social care management? Or are you planning training and development to help your organisation achieve its goals? Milestones could be exactly what you are looking for.

Learning for managers

Milestones can give you valuable information, guidance, theories and ideas to help you tackle management issues in your organisation. They can help you prove your competence for Inspection, Registration or continuous professional development purposes. They are also designed to be accessible to you, whether or not you have studied at Higher Education levels before.

Even if you are already an experienced, well-qualified manager, Milestones can give you insights into current management theory and practice to help you achieve your work objectives. They can also help you achieve recognised continuous professional development for your own, personal objectives.

Learning for organisations

If you are an HR Director, Training and Development Manager or Leadership lead, you could be looking for targeted management development to address particular organisational challenges.

Milestones linked to the needs of your organisation could help a range of your managers – and even managers in other partnership organisations – work more effectively to achieve your goals.

IHM Milestones provide you with the learning you need to advance your professional skills and your career as a manager.



About the Institute of Healthcare Management

Supporting managers, promoting standards The Institute of Healthcare Management (IHM) supports people whose excellence in management contributes to excellence in healthcare.

By promoting the highest standards in healthcare management, the IHM plays a leading role in improving effectiveness in the quality of health services.

Learning from a range of sectors

Our membership's experience and expertise is unique, and today we are the largest UK professional body for individual managers working in health.

Learning to get ahead

IHM offers a diverse range of learning and development programmes for both members and non-members, with the common theme of improving managers and improving care.

IHM also provides services that promote strong local networks, good practice and professional development.

www.ihm.org.uk

Find out more

To find out more about Milestones and for current prices, substantial discounts available for IHM members and approved centres, please see our website www.ihm.org.uk

For more copies of this leaflet or to contact your Education Consultant about implementing Milestones as part of your Organisational Development and Management Development strategies, email education@ihm.org.uk

Centre approval to offer Milestones is now available from the IHM website

www.ihm.org.uk



Managing Health and Social Care

Flexible learning materials and programmes for managers in health and social care



MHSC Milestones – Flexible learning for managers

Busy managers have important organisational objectives. They often lack the time and budget for developing themselves in order to meet these objectives.

Milestones address this challenge by

- ~ Mapping materials and learning outcomes to the National Occupational Standards
- ~ Mapping to the NHS Knowledge and Skills Framework and providing you with the tools to meet your Personal Development Plan needs
- ~ Increasing numbers of subjects available to provide you with the learning you need for the specific dimensions of your KSF post outline and your work objectives.
- ~ IHM'S Milestones provide accessible, accredited management learning, tailored to the health and social care environment.
- ~ Being flexible enough so that managers don't have to take long periods away from work to study, without the costs associated with full award programmes.

IHM Milestones are based on the successful Managing Health and Social Care (formerly MHS and MESOL) materials which underpin the award-bearing programmes provided to thousands of managers in the UK and abroad.

What do IHM Milestones offer you?

- ~ IHM Milestones are specifically designed with busy managers in mind. They meet the development needs both of individual professionals and the services they manage
- ~ They offer focused, high-quality learning on discrete management skills areas and provide tangible academic outcomes: each is worth 5 general credits at Masters level
- ~ You have control over what you study: choose the most appropriate Milestone for your own and your organisation's needs at any particular time
- ~ Milestones are highly accessible and can be studied at home or work; they combine open learning and web-based materials, with tutor support and assessment by email
- ~ Each Milestone is completed within a fixed and manageable time period: up to 50 hours over a six week period
- ~ Milestones offer superb value for money at a fraction of traditional Masters programmes
- ~ IHM Milestones are available to all health and care managers, regardless of IHM membership

Milestones Delivery

Milestones can be delivered in two ways.

For individual managers you can simply utilise the web pages on our web site to download all the information you need and complete and application form.

For organisations see the organisation pages on our website and consider the advantages of becoming an approved IHM Delivery Centre. This affords you control over who you select to go on the programmes, how you support them and how these can best be linked to organisational objectives. All at the very reduced cost of only £100 per person per programme.

Assessment

For each Milestone, you will have to submit an assignment that applies your critical learning and personal reflection to your work. As part of our quality-assurance process, your work is evaluated by two markers. When your mark is confirmed, you will also get feedback from your markers. Successfully completing a Milestone will earn you five Masters-level credits.

Commitment

Each Milestone allows you to learn at times that suit you. Over a period of six weeks, you'll have to commit approximately 50 hours of study time, either in work or at home.

Support

Milestones have been carefully designed so you don't need to rely on additional support. However, each learner is allocated to a marker whom they can email with questions about course requirements. Any queries can also be directed straight to the Milestones administrator.

Flexible and accessible

Milestones offer this flexibility and cost-effectiveness because they make full use of online resources.

The Milestones web portal is available whenever and wherever learners need it, giving registered learners access to course handbooks and study guides, as well as assignments, personal pages and any other relevant resources.

You can start a Milestone whenever you identify a learning need, as a result of your Personal Development Review, or for continuous professional development purposes.



Meeting your individual needs

Milestones can be adapted to meet the needs of individual managers within organisations.

The Milestones portal and processes are designed to support individual managers who may be remotely located or work in small organisations, or who need to study or develop ideas around a particular work objective.

Assignments are highly detailed but broad enough for you to adapt them to your work setting. Unlike full courses, you begin with what you need to learn, when you need to learn, and you can mix and match your Milestones courses according to your developmental needs and career plan.

Meeting your organisation's needs

Milestones are equally adaptable to an organisation that requires groups of its managers to work on common learning and development initiatives.

Common themes can be explored and learning, experiences and solutions investigated. Milestones are designed to be flexible, so that organisations can choose to add to the core course elements with facilitated group work, learning sets or additional tutor support.

With your input and our expertise, Milestones can provide powerful and targeted solutions to specific organisational problems or service objectives.

What's available now?

8 Milestones are available

- ~ Role of the enterprise manager
- ~ Managing service delivery
- ~ Managing service quality
- ~ Making information work for you
- ~ Information flows and organisational structure
- ~ Managing Budgets
- ~ Costing
- ~ Emergency preparedness and business continuity planning

For more information about each of these Milestones, visit www.ihm.org.uk or email education@ihm.org.uk

