**Abstract**

The aim of the research was to critically examine the need for resilient leadership development for clinical healthcare professionals in England.

The research took a qualitative approach, with 10 clinical leader volunteers, of Band 7 and above, interviewed through semi-structured interviews to gain an understanding of: the demands of their leadership role; what training and development clinical leaders had received on resilience; the traits of a resilient leader; what leaders thought resilience was and whether it was important; and whether they had received leadership development that equipped them with the challenges of their leadership role.

The process of thematic analysis identified four main themes within the research: the assumption of resilience, the impact of coping, the overlap between professional and personal roles and; the importance of mental and physical well-being.

The findings concluded that both self-resilience and resilient leadership were important as pressure increased within the healthcare environment however not all clinical leaders had been provided with the tools, skills, resources and practical training to enable their ability to lead others. It was also highlighted that clinicians were promoted based on a clinical framework and the research found leadership development for clinical leaders was not mandatory. Consequently, it was deemed that resilient leadership was paramount and that leadership development should be mandated on assignment of the leadership role

Overall, the research concluded there is a need for resilient leadership development for clinical healthcare professionals and provides recommendations for future research.