



Midlands Leadership Academy

Latest news, offers and courses

Issue 15: March 2022

Across the Midlands Region

Introduction

“Spring is the time of year when it is summer in the sun and winter in the shade.” – Charles Dickens

During February 2022 we held two listening events with stakeholders from across our region which gave us valuable information on how we can support you in the future. In case you were unable to attend either of the events, and to ensure our full inclusivity to all of our Midlands stakeholders, we now ask for your help with our planning and support offer for 2022/23 and beyond via an online survey.

The aims of our listening events were to:

- Engage with Regional stakeholders to understand the support needed in the coming year from the Midlands Leadership Academy
- Consider, specifically, the implications of the development of ICBs
- Consider what actions and interventions might be important to take in the short and medium term to meet the needs of NHS teams in the Midlands

Below is a link to the survey with just four questions involved, this should take you no longer than 15 minutes to complete: <https://midlands.leadershipacademy.nhs.uk/stakeholder-engagement-survey/>

This closes on Wednesday 9th March so please don't hesitate to complete it. It really would be invaluable to us to hear your views on where we really need to direct our focus for the coming years.

Our team are currently working hard to highlight our successes over 2021/22 in writing narrative and pulling together data for our annual review of leadership and talent in the Midlands – look out for this in April on our website and it will also be sent directly to colleagues who have signed up to our newsletter.

We hope you enjoy the March edition of our newsletter, if your colleagues are not yet receiving this please do ask them to sign up through our [website](#).

Equality, Diversity and Inclusion

8th March 2022 – International Women's Day

Being an avid fan of *Downton* and *Bridgerton*, it is easy to reflect on how much the lives of women have changed in this country in the past hundred years or so. In an era where a woman's only aim in life was to get married and have children, where any money, land or possessions would belong to her husband as soon as she did get married. Where education was minimal and, in some cases, women were discouraged to even think about some subjects; the lack of knowledge was shocking.

Yes, we are very lucky in this country, we have made great strides in the changes that have been made in how women live their lives. In terms of education, career and marriage, the right to vote and strides towards equal pay. Although none of this has happened overnight, there are still some challenges to be faced. In a lot of countries and, in some cultures, women still struggle to get a good education, careers are very gender based or lacking as an option completely, and where young girls are forced into marriage.

Are any of us equal if we are not all equal?

Let us take 10 to 15 minutes out of today to find out more and see what International Women's Day is all about, the events happening, and challenge our own ideas and views:

<https://www.internationalwomensday.com/Showcase>

Think about women in leadership, the women we work closely with and those in our lives who we respect and why? Who would you support and what qualities do they have that you value?

We will continue to strive towards equality for all women and to continue to celebrate and appreciate the achievements that have been made. Have a great International Women's Day to all the wonderful women out there and to all the amazing men who support them.

Upcoming offers and programmes

Primary Care Network Leadership Development Programme

The course is designed to run over a series of 5 virtual workshops to be held throughout March and April. The programme is further supported by access to a Learning Portal which will provide access to a wide range of tools and learning which will assist the delegate in establishing, developing, and driving a thriving PCN. The programme is

Practice, PCN and Business Managers Leadership Programme

The purpose of the programme is for Practice, PCN and Business Managers to have an opportunity to step away from their busy operational environments and spend time networking, sharing best practice and working 'on their local healthcare environment' rather than 'operationally in it'. Specifically, the programme aims are to:

suitable for Clinical Directors, Board Members, GP's, Dentists, Pharmacists and ARRS roles.

Delegates joining the programme will:

- Have a clear understanding of the senior leaders' role in overall leadership and effective management of the organisation
- Understand how to inspire, influence, and build a high performing and effective team
- Be equipped with strategic leadership and management skills to enhance team performance
- Deepen your understanding of how to engage others and deliver change
- Enhance and develop your personal network of healthcare leaders
- Develop your self-awareness and emotional intelligence
- Improve communication throughout the network
- Understand your role in developing others

Start dates:

[Cohort Two: 4 Mar 1000-1230hrs](#)

[Cohort Three: 11 Mar 1000-1230hrs](#)

1. Provide delegates with a robust learning environment to develop ideas, strategies, skills and tools to drive their Primary Care Networks/Practices forward, as appropriate.
2. Give delegates time and space away from the busy operation to help them shape, plan build and deliver change across the Region, and in their PCN/Practice.
3. Work with others on common challenges within Primary Care, and develop ways of working in collaboration, co-production, and joined up thinking.
4. Develop and enhance leadership skills and strategic thinking, and how to engage others in change.
5. Enhance and develop the delegates personal network of Primary Care Managers, healthcare leaders and decision makers.

[Start date: Tuesday 29th March 2022](#)

PCN Masterclasses: Being a Champion for Diversity

Across the NHS expanding diversity in all areas remains a major challenge and is a key focus for the organisation moving forwards. Our subject expert will help you understand:

- What is diversity? The psychology of bias
- What prevents the NHS achieving the diversity it needs?
- The role of a diversity champion
- Working with the Diversity Awareness Ladder
- Skills of mentoring someone from a different background

PCN Masterclasses: Courageous Leadership

Courage is a defining factor for a great leader but what do we mean when we refer to courageous leadership? We will explore the Effective Followership concept and identify the role we all play in developing this aspect. Key topics include:

- Distributed leadership and servant leadership
- Understanding where Effective Followership fits in leadership development

- How to make the most of a reverse mentoring relationship

[11th March 2022 1700-1930hrs](#)

- Courage, compassion, Curiosity and Connectedness – what do these mean in practice?
- Applying an ‘agricultural’ mentality to leadership
- The importance of the ‘environment’
- Courageous conversations – feedback and ED&I agendas

[22nd March 2022 1400-1630hrs](#)

Black, Asian and Ethnic Minority Primary Care Sponsorship Programme

Are you a Black, Asian or Minority Ethnic woman in Primary Care who is committed to developing their career and leadership potential?

Or are you a leader in Primary, Secondary or Social Care who wants to recognise and support the potential of BAME women, create more equity in career progression and develop yourself as an inclusive leader?

You will learn how to use your connections and influence to actively support your sponsees career development. This could include helping your sponsee extend their network, make connections, identify opportunities and personally advocating for them.

Benefits for sponsees and sponsors

- A strong and supportive network of peers, role models and senior sponsors
- Understanding how to achieve career development and progression through effective networking, visibility and active sponsorship
- Tangible career and development plan
- Increased confidence in your own leadership style and empowerment to pursue leadership opportunities
- Practical tools to enhance your leadership and your resilience
- Understanding how to become better allies for diversity and inclusion, and influence a more inclusive culture and behaviours at work.

[Deadline: Monday 07 March 9:00 am - 5:00 pm](#)

Talent Management

Midlands ICB Talent Management approach and offer of bespoke career management for leaders Impacted by ICS Transition

Please feel free to cascade this offer to eligible colleagues (see eligibility criteria)

Working in partnership with NHS Elect and the North West Talent team, we are pleased to offer a highly individualised package of support featuring;

- Confidential career coaching session with a senior leader who has previously served as a board leader
- Mock interview practice and feedback session with a panel of 2 senior leaders who have previously served on NHS Boards.
- CV review service – written feedback on how to enhance your CV

Feedback to date from leaders that have accessed this offer has been very positive with many commenting that the mock interview element in particular has provided them with the valuable preparation and feedback they need ahead of recruitment processes.

Who is eligible?

Priority places initially will be given to Midlands and North West based senior leaders who are likely to be affected by change following the confirmation of a statutory ICS executive/board-level structure. As cited in the HR framework, those affected are likely to include:

- ICS leads or accountable officers of a CCG
- Director or executive level roles that report to the ICS lead, or to an accountable officer of a CCG
 - CCG governing body roles, as defined by the Health and Social Care Act 2012 and outlined in previous NHS Commissioning Board guidance including GP board members
 - Senior posts within NHS England and NHS Improvement functions that are expected to be the responsibility/function of an ICS in the future
 - Other senior posts within the system that may be expected to take on the responsibility/function of an ICS in the future (e.g. senior provider collaborative posts).

How does it work and registering interest

Interested applicants will need to complete the booking form providing their contact details, confirm they meet eligibility and to list their preferences. Applicants can pick from the menu of offers or access all of it depending on need.

Click here to complete the booking form to register your interest: <https://forms.office.com/r/HyP6qe3uQJ>

What happens next?

We will contact individuals as to the status of their application. If you have any questions about the offer, please contact the Northwest and Midlands talent team at talent.nw@england.nhs.uk.

Building presence and Impact

March 9th, 17th and 24th (repeated three times each day)

These interactive ninety-minutes session will focus on presence. Presence is the energy that comes from you and connects you to the outside world and the task you are involved in. It is when you are fully present that you do your best work and make your deepest impression. Presence is what makes people feel special and, most of all, comfortable when we interact with them. We need to display the right amount of presence in all our interactions as, sometimes, we can demonstrate too little or too much.

This course is organised by the Midlands and the South West Talent Teams. We would welcome anyone with an interest in exploring the impact of presence in the workplace; in particular, we hope that the workshop will be of interest to our regional Talent pool members, Talent Management Community of Practice members and the Scope for Growth pilot site leads.

The workshop will be repeated nine times over three days- please click on the link below corresponding to the workshop you wish to attend.

9th March 2022- 10am	17th March 2022- 10am	24th March 2022- 10am
9th March 2022- 1230 pm	17th March 2022- 1230 pm	24th March 2022- 1230 pm
9th March 2022- 3 pm	17th March 2022- 3 pm	24th March 2022- 3 pm

Inclusive Talent Management Masterclass

Our next masterclass: Spotting, Nurturing and Developing Diverse Talent with Pearn Kandola will take place on Wednesday 27 April 1:30 pm - 3:00 pm. Click [here](#) to find out more and register for the event. Please kindly share with your talent management/recruitment/HR/ED&I/OD leads. This session will be recorded for those who cannot make it.

Community of Practice

Our next Midlands Talent Management Community of Practice will take place on Wednesday 4th May, 1:30pm – 4pm; aimed at Talent Leads and Practitioners in the Midlands region. Click [here](#) to find out more and book your place.

Please continue to use the WhatsApp group and the Community of Practice [forum](#) on the Midlands Talent Team Futures platform to keep in touch. To join the WhatsApp group; please text your full name, job title and organisation to 07849 574 331.

Slides from our previous event can be found here: [Midlands Talent Management Community of Practice - Midlands Talent Management - FutureNHS Collaboration Platform](#). You may be required to join the site if you don't already have access.

Other offers from further afield

The Why, What and How of Building a Healthcare Learning System:

North East and Yorkshire

In this 90 minute session you will hear from colleagues at Chase Farm Hospital who are testing a new approach to quality improvement. Their aim is to build a culture of continuous improvement, where staff feel able to influence changes that matter to them, and not be afraid to say 'yes, let's test it out'. This learning system approach involves investing in people first, then processes.

[Wednesday 16th March 12pm – 1.30pm](#)

From East of England Regional Leadership Academy

Trauma-informed Leadership: Is about being well-informed to understand and appreciate the emotional scars that people may be struggling with. Approaching leadership with an understanding of



trauma helps us see and treat others, and ourselves, with more empathy and compassion.

- [Thursday 03 March 11:00 am - 1:30 pm](#)
- [Thursday 17 March 9:00 am - 11:30 am](#)
- [Thursday 17 March 1:00 pm - 3:30 pm](#)

Mindfulness Masterclass: series of weekly mindfulness sessions to embed the practice into everyday life.

Weekly Practice Sessions

- [Wednesday 02 March 3:00 pm - 3:30 pm](#)
- [Thursday 10 March 9:30 am - 10:00 am](#)
- [Monday 14 March 4:00 pm - 4:30 pm](#)
- [Tuesday 22 March 9:30 am - 10:00 am](#)
- [Thursday 31 March 3:00 pm - 3:30 pm](#)
- [Wednesday 06 April 9:30 am - 10:00 am](#)

Sleep: This session will help you learn more about the science of sleep, some common sleep problems, and evidence-based ways of improving your sleep. A lot of the things we think we know about sleep are wrong so we will dispel some unhelpful myths too.

- [Thursday 31 March 2:00 pm - 4:00 pm](#)
- [Wednesday 20 April 9:30 am - 11:30 am](#)

Uncertainty is the only certainty there is - Learning to live with ambiguity:

How can we best cope when everything feels so out of control? This session explores strategies to help alleviate anxieties and face the unknown with more confidence.

- [Thursday 03 March 1:30 pm - 3:30 pm](#)
- [Wednesday 30 March 1:30 pm - 3:30 pm](#)
- Thursday 31 March 9:30 am - 11:30 am
- [Thursday 21 April 1:30 pm - 3:30 pm](#)

Boost your bounce: We will explore the latest developments in neuroscience, positive psychology, emotional intelligence, and resilience to help you enhance your own well-being, feel less pressured and facilitate resilience and well-being in your teams.

- [Wednesday 02 March 9:30 am - 11:30 am](#)
- [Wednesday 30 March 9:30 am - 11:30 am](#)
- [Wednesday 20 April 1:30 pm - 3:30 pm](#)
- [Thursday 21 April 9:30 am - 11:30 am](#)

Health & well-being

Many of you will have heard the expression “don’t just talk the talk but walk the walk”.

As leaders, whatever our job title and pay grade we have a responsibility to one another and those we manage to promote good health and wellbeing.

It’s so important to role model healthy behaviours such as accessing support, acknowledging when we’re struggling and ensuring conversations about health and wellbeing are spoken about with dignity and respect.

For further information from NHSEI in relation to Health and Wellbeing visit: [NHS England » Supporting staff health and wellbeing](#)

Contact us

We always welcome comment, news, information and feedback.



www.midlands.leadershipacademy.nhs.uk



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Email: Midlands@leadershipacademy.nhs.uk

Please subscribe to our newsletter by signing up [here](#).

How we use your information

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We only send emails about our latest offers and relevant information on key areas such as talent management, inclusion and system leadership to enable you to book on to further offers as well as be kept up to date. You can however [Opt Out](#) from email communications at any time by emailing us. We will then remove you from our mailing list.

