



# Midlands Leadership Academy

*Latest news, offers and courses*

Issue 01: January 2021

Midlands

## Introduction

Welcome to the latest news and leadership programme updates from across the region! As we begin a new year and hope for a more settled time over the coming months, we at the Midlands Leadership Academy will share with you the offers and resources which we have available to support you and your teams on their learning and development journeys.

2020 saw a new start for our region with the creation in April of the Midlands Leadership Academy. Our new model of completely **free access** to all offers and interventions has seen interest and engagement rise rapidly. On our website you will find outstanding leadership development interventions and opportunities to harness and maximise your ability to influence transformational change across the health system.

We continue to seek your views and feedback regarding any offers you would like us to develop for you and your organisation. We hope you find lots to interest you below, but if there's something else you'd like to see, please [get in touch with the team](#) to share your feedback.

Visit our new website



**Midlands Leadership Academy**

**Meet the Team**  
New website

The Midlands Leadership Academy was established on 1 April 2020 and has continued to provide supportive interventions and offers to our stakeholders and delegates throughout the pandemic, adapting to the new virtual landscape.

Executive Suite



**Systems Thinking Resources**

**Supporting senior leaders**  
Click [here](#) for Resources

Systems leadership is essential if integrated, personalised care and population health are to be prioritised in line with the NHS long term plan, to improve services and the lives of people who use them.

Talent Management



**Midlands Talent**

**Inclusive Principles**  
What is Talent Management?

Attracting, developing and retaining diverse and talented people is fundamental to ensuring that we have a happy and healthy workforce, delivering at their best for the benefit of patients and communities.



## Leadership Development

**Complete Leadership at All Levels** – have you signed up yet?

At a time when good leadership has never been more crucial to ensuring the NHS provides the best possible care and outcomes for patients, and the best investment and development of its staff, we at the Midlands Leadership and Lifelong Learning team have responded by creating '[The Complete Leadership Series](#)' (CLS). Designed as a series of leadership development workshops, it is aimed at current and potential leaders, providing them with the opportunity to develop leadership skills to utilise on their career journey, and ensure the NHS of the future is led by inclusive, capable and compassionate leaders.

We developed the CLS in response to stakeholder engagement at the beginning of 2020. In addressing the identified needs of our NHS staff in a timely manner, we designed an easy access set of workshops where staff are able to choose training relevant to them. The series provides insight and skills for NHS leaders to ensure that the ripple effect of great leadership is felt throughout their organisations.

Having listened to the needs expressed by leaders and managers across the region, we offer eight workshops to meet the skillsets required. With a great facilitator team who are highly knowledgeable in the aspects of leadership covered within the CLS, the workshops are already proving to be very popular. As a result, we're thrilled to announce new workshop dates starting in January 2021.

For information and to find out more about the range of workshops available to meet your needs [sign-up to reserve your place](#).

## Support for all

### Edward Jenner

**Relaunching** in January 2021, this programme is aimed at everyone looking to build a strong foundation of leadership skills that can help enhance confidence and competence in their role. It's also a valuable refresher at any level, as well as an important first step towards the Mary Seacole programme. [Find out more about Edward Jenner >>](#)

### Primary Care

We support all NHS Primary Care staff in the Midlands to develop skills and strategies to deal with the changing needs of our health service, patients and populations. This is a leadership challenge of unprecedented scale and complexity which requires that primary care professionals are inspired, equipped and supported in their leadership roles. [Read about our offers >>](#)

### #ProjectM

Do you have a role in supporting the wellbeing of our NHS people during and following the COVID-19 response? Search #ProjectM on social media. The topic of the next NHS Horizons virtual session will be '*supporting managers and team leaders to support each other through work and personal pressures.*' 13 January 2021 [Find out more >>](#)



## New resources

What do you understand about privilege, allyship, unconscious bias, affinity and the contrast effect? Do you **actively** champion inclusivity within your teams?

We have two new focused toolkits on *Allyship* and *Unconscious Bias* for you to use in your working practice to influence inclusive leadership and build relationships of trust, consistency and accountability with marginalised individuals and/or groups of people. An ally is any person that actively promotes and aspires to advance the culture of inclusion through intentional, positive and conscious efforts that benefit people as a whole. The [Allyship Toolkit](#) has been designed to provide a practical framework for you to actively champion inclusion.

The purpose of the [Unconscious Bias Toolkit](#) is to support individuals, managers and leaders to recognise situations where bias may have impacted their decision-making and behaviours and how that might affect others. It is a brilliant resource for challenging a culture of passive acceptance for the 'ways in which things are done around here'. You're not born with a bias; they are learned through socialisation. But they become embedded in our neural pathways through experiences and the patterns we see. This ultimately affects trust and competence in our services. In challenging biases, we all play an active role in improving the health and care which our service users experience.

- [Allyship Toolkit](#)
- [Unconscious Bias Toolkit](#)

## Equality, diversity and inclusion

### Inclusion Matters

Here at the Midlands Leadership and Lifelong Learning Team, inclusion, equality and diversity are top priorities in everything we do. We strongly believe in the [NHS Values](#) and the [People Plan](#) and feel that actions speak louder than words – it is not only about who we are, but also about who we want to be, and supporting the caring, compassionate and capable leaders we would want to see working within the NHS.

We continually strive to ensure that these principles are actively demonstrated and developed in all of our leadership development interventions. Ensuring the content supports our aims; working with inclusion experts, and continually looking at content to challenge and inspire, and that participants are increasingly drawn from, and are representative of, our very diverse workforce.

We also offer positive action programmes to specifically support black, Asian and minority ethnic (BAME) leaders such as Ready Now and Stepping Up, and in this year we will be offering coaching and mentoring opportunities. By working with and supporting our NHS Staff Networks we are able to ensure that many views and opinions are heard, and valuable learning shared.

**For more information:** We would really welcome hearing from other networks within the Midlands region, about the type of work they are doing and to create links and contacts, so if you would like to get in touch please do so: [Midlands@leadershipacademy.nhs.uk](mailto:Midlands@leadershipacademy.nhs.uk)

## Graduate management training scheme

Introducing our Midlands Graduate Management Training Scheme (GMTS) team.

### What is the NHS Graduate Management Training Scheme?



The GMTS Scheme is about creating the NHS chief executives and directors of tomorrow. Providing the experiences, training and opportunities talented and ambitious people need to ultimately lead our unique organisation – the NHS.



The Midlands team work closely with the National GMTS team and our counterparts in other regions to deliver the multi award-winning NHS graduate scheme. Within the region, our role is to support trainees and placement organisations, working closely with our stakeholders to provide effective and challenging work-based placements that will prepare our trainees for a career in NHS leadership.

**For more information:**

If you are interested in finding out more about GMTS or potentially hosting a trainee within your organisation, please visit our dedicated page on the Midlands Leadership and Lifelong Learning [website](#).

Alternatively, please contact our team directly to discuss how being involved in GMTS within the Midlands could benefit your organisation: [midlands@leadershipacademy.nhs.uk](mailto:midlands@leadershipacademy.nhs.uk)

Finally, don't forget to follow the NHS Graduate Management Team on Twitter: [@NHSGradScheme](https://twitter.com/NHSGradScheme)

**Social media – get involved!**

Our *brilliant* Twitter presence uses posters and infographics to inform and guide you through all of our interventions, offers and much more.

Please give us a follow, retweet or like and comment on what you find. If you have a story you'd like us to share, please get in touch!

We are developing a LinkedIn profile to share case studies, blog posts and to connect with our colleagues across the NHS. More information will be available shortly so watch this space. If you would like to contribute to our social media output, then do please contact us.

[@NHSMidsLLL](https://twitter.com/NHSMidsLLL)

**NHS Midlands Leadership Academy**  
**BUILDING A COACHING CULTURE**  
**PRIMARY CARE COHORT**

**What is it about?**

The NHS needs colleagues who can have a different kind of conversation using an appropriate **coaching style**. Changing style takes practice, this programme will enable you to develop **practical coaching skills** you can apply at work and in your personal life, equipping you with the coaching skills to be an **effective, inclusive and compassionate leader**.

Key benefits of this course include **building confidence** to lead inclusively through **meaningful conversations** with **diverse groups** and enabling you to build a coaching culture to **support the development of high-performing teams**.

**Who can attend?**

The coaching programme will help **Clinical Directors, Practice Manager, Clinicians, primary care leaders and New to Practice GP** gain and use the knowledge, skills and confidence to become active participants in their care so that they can reach their **self-identified health and wellbeing goals**. For delegates who would like to become coaches, this is an excellent **start to your journey**, but doesn't qualify you to formally coach on a regional or national network.



## Upcoming offers

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[Transforming Conversations – Building a Coaching Culture – BAME Cohort](#)  
*12 January 2pm-5pm via Zoom*

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This programme is being delivered in the context of the COVID-19 pandemic and the ambitions of the recently published NHS People Plan. The NHS needs colleagues from all BAME backgrounds who can have a different kind of conversation using an appropriate coaching style. Changing style takes practice, this programme will enable you to develop practical coaching skills you can apply immediately at work and in your personal life, equipping you with the coaching skills to be an effective, inclusive and compassionate leader.

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[Building a Coaching Culture – Primary Care - from 25 January](#)

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The NHS needs colleagues who can have a different kind of conversation using an appropriate coaching style. This programme will enable you to develop practical coaching skills to be an effective, inclusive and compassionate leader. This nine-week coaching programme will help clinical directors, practice managers, clinicians, primary care leaders and new-to-practice GPs gain and use the knowledge, skills and confidence needed to become active participants in the primary care setting.

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[Healthcare Leadership Model 360 – New Facilitator Training](#)  
*16 March 9.30am-4pm via Zoom*

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The [Healthcare Leadership Model](#) has been developed to create a vision for leadership, one that reflects the very best in care and compassion, alongside a focus on excellence in strategy, vision, direction, and engagement. This is training for anyone who would like to become an accredited facilitator of the NHS Healthcare Leadership Model 360° feedback model, so you can help those undertaking a 360° to understand and explore their report and develop an action plan. Any Midlands NHS staff can participate, there is no prior experience needed.

## NEW: Health and Social Care Apprenticeships

The NHS Leadership Academy, working in partnership with Manchester Metropolitan University is delighted to provide Chartered Manager Degree Apprenticeships in Health and Social Care, integrated with the Mary Seacole Programme.

This apprenticeship will deliver a full honours degree and NHS Leadership Academy award in Healthcare Leadership which is fundable via the apprenticeship levy or through 95% government support.

The two-year accelerated qualification is ideal for health and care professionals whose role involves driving improvements in care quality and managing key delivery challenges. It will develop managers capable of maximising their potential and rapidly improve care outcomes.



Delivered through a blend of online and face to face learning, the programme supports apprentices to apply what they have learned in their own workplace and align with the objectives of the NHS People Plan.

The next intake of the apprenticeship will commence in April 2021 with applications now open.

If this apprenticeship is something that you think your organisation would be interested in, we would encourage you to attend a virtual information session on **Tuesday 19 January** from **1–2pm** which will provide further details and give you the chance to ask any questions.

The information session will take place via Microsoft Teams. To access the session please use the link below:

[Click here to join the meeting](#)

**For more information please contact:** Victoria Richardson, Programme Manager - NHS Leadership Academy [victoria.richardson@leadershipacademy.nhs.uk](mailto:victoria.richardson@leadershipacademy.nhs.uk)

## Contact us

**We welcome comment, news, information and feedback.**



[www.midlands.leadershipacademy.nhs.uk](http://www.midlands.leadershipacademy.nhs.uk)



[@NHSMidsLLL](https://twitter.com/NHSMidsLLL)

**Email:** [Midlands@leadershipacademy.nhs.uk](mailto:Midlands@leadershipacademy.nhs.uk)

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

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### How we use your information

You can read how we use information in our [Privacy Policy](#) which has been updated in line with the General Data Protection Regulation ("GDPR"). Any information you have provided to the NHS Midlands Leadership Academy will only be used by us, our network of NHS Leadership Academies, your organisation and providers of services and will not be disclosed unless we are obliged to or permitted by law to do so. For member organisations we record attendance information and may share these details with your organisation for reporting purposes.

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.

