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| Text  Description automatically generated**Issue 08: August 2021**  ***Across the Midlands Region*** |
| Introduction |
| 5th July 2021 saw the celebration of the 73rd anniversary of our National Health Service; with generations of colleagues have supported our country with their dedicated public service for over seven decades. The Queen added to that celebration by awarding the George Cross to ‘courageous, compassionate and dedicated’ NHS staff. Our NHS people have fought the Covid-19 pandemic head on across all disciplines, and we are honoured with the recognition of the George Cross from our grateful nation.Also, in July 2021 we have seen magnificent efforts in the sporting world through the Euro’s 2020, Wimbledon 2021 and the Olympic Games Tokyo 2021 – these events have bought the country together at a much needed time with a focus on cheering on and celebrating our nation. Whether you are an avid sports fan or not, the country has gotten behind our teams to show how proud we are.*"Alone we can do so little; together we can do so much." – Helen Keller*As our country starts to move to returning to the new normal; the Covid-19 pandemic will be written in history as the biggest disaster of our time and now we need to look to our dreams of the future. The Midlands Leadership and Lifelong Learning team continue to support our dedicated NHS workforce and are working hard to bring you programmes and events to support you as an individual, your teams and your organisations as a whole – keep checking back on our [website](https://midlands.leadershipacademy.nhs.uk/events/list/) for upcoming events.We also continue to seek your views and feedback regarding any offers you would like us to see us develop for you and your organisation. We hope you find lots of interest in our upcoming offers, however if you feel something is missing, please get in touch with the team to share your feedback.  We hope you enjoy the August issue of our newsletter, if your colleagues are not yet receiving this please do ask them to sign up through our [website](https://midlands.leadershipacademy.nhs.uk/).  |
| Coaching and Mentoring |
| **Coaching & Mentoring offers 2021/22 – You said, we did.**Exciting things are happening in the world of Midlands Coaching & Mentoring!We are proud to release the first sessions of Coaching and mentoring CPD as well as Supervision sessions for coaching and mentoring from August 2021 to March 2022. This is the first year we have offered mentoring CPD and Supervision sessions, which are being run by Emma Coller and the team at Growth Pod, all designed around feedback collected from mentors last year. There are some really exciting topics and we are looking forward to seeing our mentors setting themselves up for success and being supported together.Our Coaching CPD and Supervision sessions are being delivered by Becci Martin and the team at BOO, who have some brilliant stuff in store inspired by coaches feedback and discussions in last year’s sessions, Our coaches have always been vocal about what they need and we are excited to support them to be their brilliant selves again in 2021/22.At Midlands LLL we listen to our audience and will always try to stay as responsive to needs as possible. With that in mind we went out for ideas and feedback in March 2021 to ask for suggested topics or requests around our coaching and mentoring CPD offers. Some of the topics requested were:* How to get the best use out of technology for coaching
* going back to basics
* Coaching and personality preference
* Coaching and neuroscience
* Coaching and personal bias
* NLP
* Coaching transition /post pandemic
* Burnout
* More supervision sessions

We took these away and have co-designed this year’s starting offers around these themes, and at the end of each CPD session coaches and mentors will get the opportunity to say what they would like to cover in future sessions so we can plan these for later in the year. Make sure you take the opportunity if there is something you want us to deliver and tell us! |
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| Upcoming offers and programmes  |
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| Leading Strategic Innovation in Health and Well-being |  | Tackling Health Inequalities across Midlands and East of England  |
| **Four cohorts starting in October, for Primary Care staff.**The purpose of these workshops is to provide an understanding of well-being and resilience at an individual level, creating collective well-being and resilience at a team level, developing a culture of positive well-being and resilience at an organisational level and creating positive strategies at the system level.Four Micro workshops have been designed by Growth Pod to provide training on how to Lead strategic innovation in health and well-being. The focus will be on supporting holistic health through a system lens.Click the link below to find out more and book your place:   <https://midlands.leadershipacademy.nhs.uk/events/category/primary-care/>  |  | Two webinars designed to provide a practical approach to Population Health Management and a unique insight into the behaviour science of leading and managing change to address inequalities.  In partnership with the National Association of Primary Care (NAPC) and business psychologists, Carter Corson. At the end of these two webinars, participants will have:  * A solid understanding of Population Health Management and how important it is as a concept to address inequalities.
* An insight into the some of the behaviour science techniques that can help to make change project more successful
* Fresh idea and renewed confidence to tackle inequalities in their own communities in collaboration with others

Click the link below to find out more and book your place:   <https://midlands.leadershipacademy.nhs.uk/events/category/primary-care/>  |
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| Coaching and Mentoring CPD and Supervision  |  | Reasonable adjustments - how Line Managers can enhance their effectiveness |
| For our qualified and Midlands registered coaches and mentors we have available to book, CPD sessions and Supervision sessions. If you are a coach or mentor with us then follow this link and start booking your sessions:<https://midlands.leadershipacademy.nhs.uk/events/category/coaching-mentoring/> |  | The presentation will focus on what practical steps line managers can take to improve and enhance the effectiveness of reasonable adjustments, from recruitment through to one to ones and annual reviews, using a case study approach.Click the link below to find out more and book your place:[Thursday 23 September 12:30 pm - 1:30 pm](https://midlands.leadershipacademy.nhs.uk/event/reasonable-adjustments-how-line-managers-can-enhance-their-effectiveness/) |

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| What is Hormone replacement therapy (HRT), what are the risks? |
| We will walk through what ‘hormone replacement therapy’ (HRT) is, what it can offer you, what options there are for taking it and where it goes. We will aim to demystify the concerns that came from early studies (now debunked) and highlight the long-term health benefits of what I like to call ‘hormone ***replenishment*** therapy’There will also be an opportunity to ask questions and talk about your own experiences if wished.Click the link below to find out more and book your place:[Tuesday 28 September 12:30 pm - 2:00 pm](https://midlands.leadershipacademy.nhs.uk/event/edi-what-is-hormone-replacement-therapy-hrt-what-are-the-risks/) |

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| Equality, diversity and inclusion |
| National Inclusion Week 27th September to 3rd October 2021The theme for national inclusion week this year is unity and to celebrate all things around inclusion, we would like to request your help. We want to unite our teams and our ideas and are looking for examples of good practice, to be able to share learning, successes and challenges and how they were overcome around inclusion. In this way we hope we can all unite as one and continue to share and promote all the richness that inclusivity can bring to the NHS and to ourselves. If you can help, please email us at midlands@leadershipcademy.nhs.uk. **Future Events** **Reasonable adjustments - how Line Managers can enhance their effectiveness - 23rd September 2021** Presented by Colette Scrace, Programme of Care Manager, Cancer programmes and Jill Norris Programme Manager, Business Change & Smarter Working – National.The presentation will focus on what practical steps line managers can take to improve and enhance the effectiveness of reasonable adjustments, from recruitment through to one to ones and annual reviews, using a case study approach. The presentation will illustrate how the different approaches to obtaining reasonable adjustments work in practice. With ample opportunity for questions this one is a must for all Line Managers and staff alike!**What is Hormone replacement therapy (HRT), what are the risks? – 28th September 2021**This upcoming session will follow on from our previous session which covered what the menopause is and why it is important for staff wellbeing that we recognise the impact of menopause symptoms on our colleagues. You can view the first session here: <https://midlands.leadershipacademy.nhs.uk/our-offers/inclusion-equality-and-diversity/equality-diversity-and-inclusion-past-events/> The next session will offer a general update on progress with the first NHSE menopause policy and what that means for your support and wellbeing. We will then walk through what ‘hormone replacement therapy’ (HRT) is, what it can offer you, what options there are for taking it and where it goes. We will aim to demystify the concerns that came from early studies (now debunked) and highlight the long-term health benefits of what I like to call ‘hormone ***replenishment*** therapy’There will also be an opportunity to ask questions and talk about your own experiences if wished.**Speaker - Jacqui McBurnie****Chair of the NHS England Improvement Menopause Network and Executive member of the Cross Govt Menopause Network****(Senior Programme manager, NHS England/Improvement Urgent and Emergency Care North East and Yorkshire)** Jacqui is the founder and Chair of the NHSEI Menopause Network. The network has almost 400 members across NHSEI and reaches into the broader Civil Service platform.Jacqui leads on development of policy, training, advice and champions menopause support in the workplace to maximise wellbeing for all people. Jacqui advocates greater awareness of the impact of menopausal symptoms for anyone affected; both women and trans colleagues as well as partners of anyone.Jacqui a registered nurse and has extensive experience in working at a senior level across a number of roles including commissioning, operational management, clinical governance and safeguarding children.For complete up to date information on all that is available throughout the year visit [Midlands Leadership and Lifelong Learning Website](https://midlands.leadershipacademy.nhs.uk/events/). |
| Talent management |
| **Talent Management tool: Scope for Growth- Career Conversations Socialisation Sessions** Your regional talent team are delivering a series of informal awareness sessions sharing information on our new career conversation tool – Scope for Growth”.  The Scope for Growth – career conversations framework supports organisations to structure career conversations around the priorities that matter to staff. It views everyone as talent and puts our NHS workforce at its centre so we can best understand our talent, their aspirations and help shape their career-journey.   **Want to find out more?** Then join one of our one-hour awareness sessions. In these sessions, we will share more on the background to the tool, how it will work as well as plans for piloting and  testing. It will also be a great opportunity for you to ask any questions you may have.  **Dates/times and how to register your interest** Our first session took place on the 27th July and we have three more sessions to allow for colleagues to choose the most suitable date/time for them. All sessions will be the same in content, so if interested to coming along, please let us know which **ONE**date/time you wish to attend from the list below and send your reply to aspire.togethermidlands@nhs.net  10th August, 2-3pm 24th August, 1-2pm 7th September, 2-3pm   **Midlands and South West Inclusive Talent Management Masterclass Series - Schedule confirmed** We are excited to release the Midlands and South West Inclusive Talent Management Inclusive Series schedule for the remainder of the year:  * 20th October, 1-3pm: Supporting career progression of under-represented groups as part of Black History Month
* 24th November, 1-3pm: Supporting career progression of under-represented groups as part of  Disability History Month
* 15th December, 1-4pm: Half-day Masterclass on Recruiting & Promoting BAME Leaders Inclusively with Cultural Intelligence
* 19th January,  1-3pm: The Talent Lifecycle Through an Inclusion Lens
* 8th March, 1-3pm: International Women’s Day – The Power of Allyship

 We will be in touch closer to the event with more information and how you can register.  **Midlands Community of Practice** In July, we were delighted to host our second Midlands Community of Practice for Talent Leads and Practitioners in the Midlands region. In this session, we built on existing relationships and formed new relationships, creating a safe space for our Talent specialists. As well as sharing and understanding the needs for talent management in the Midlands organisations and systems, we used appreciative enquiry to explore the current talent challenges being faced and anticipated challenges post Covid. Alongside this, we started to build a vision for Talent Management in the Midlands, helping our Talent leads and practitioners think about how to implement successful talent management approaches locally. We look forward to welcoming you again to our next session on the 13th October.  **Midlands and South West System Talent Management Co-Design Group** Last month, we hosted our second system talent management co-design group. The group is made up of system talent leads from the Midland and South West regions.   Our focus for this session was to develop a collective vision for our work and to develop workstreams to deliver our talent management priorities. There was lots of lively discussion and themes discussed included a focus on equality, diversity and inclusion; data and metrics; succession planning; multi-generational talent management; attraction strategies and modernising our recruitment approach to ensure it is inclusive and attracts diverse talent.  Our next session will take place on the 22nd September. If you are a senior talent management practitioner who has a system role in the Midlands and would like to get involved, email us at: aspire.togethermidlands@nhs.net  |
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| **Health & Well-being** |
| “You may not always have a comfortable life and you will not always be able to solve all of the world’s problems at once but don’t ever underestimate the importance **you** can have because history has shown us that **courage can be contagious and hope can take on a life of its own**.” – Michelle ObamaLiving courageously, is a speciality of the NHS staff when we consider the response to the COVID-19 pandemic. The courage, compassion and dedication seen was above and beyond and the George Cross was well deserved. Let’s not underestimate the power of the collective as we look to ensure that we continue to build **compassionate, responsive and inclusive cultures** within our workplaces that continue to spread hope for a better NHS and a better tomorrow. **Leading by example.**It's hard to believe we are already in the middle of summer an hopefully a time when we will all get some time away from work – even if that is just time at home. We used to consider the summer time as not as hectic in the NHS, but every part of the year is now feeling the full pressure of delivering health and care. There is simply no let-up as ‘winter pressures seem to start earlier each year and the pressures of Covid remain largely unpredictable.Any of us who remember the days of going abroad on planes remember the safety talk, ‘put on your own oxygen mask before helping others’. We can’t help others if we neglect to care for our own health and wellbeing. As leaders we need to role model what we want to see in our teams, when we value ourselves and our time, we give others permission to do so though our actions. **Time Shaming** - that feeling of needing to be busy all the time and feeling guilty if any moments not filled with activity is ‘unproductive’ is a mind-set we can all relate to. How often have we had that internal dialogue of *‘I need to rest as I can’t concentrate on this work as I’m tired vs. I’ll just finish all this work and rest when it’s done.* This year we are developing a new leadership intervention focussing on leadership for wellbeing. This will at four levels – * Creating personal wellbeing – thinking about what you need to be well at work and how to achieve this,
* Looking at strategies teams can use that build a shared approach to collective well-being
* Looking at how organisations can create healthy workplace cultures
* Decision making within workplace through the lens of well-being

Our people are the greatest resource we have. Look out for this new offer on our website in the coming weeks. Until then there are resources at <https://people.nhs.uk/projectm/>  |
| **Contact us** |
| **We always welcome comment, news, information and feedback.** Download HD Website Designing - Web Logo Transparent PNG Image - NicePNG.com [www.midlands.leadershipacademy.nhs.uk](http://www.midlands.leadershipacademy.nhs.uk)Twitter logo history | Creative Freedom @[NHSMidsLLL](https://twitter.com/nhsmidslll) **Email**: Midlands@leadershipacademy.nhs.uk Please subscribe to our newsletter by signing up [here](https://midlands.leadershipacademy.nhs.uk/). |
| **How we use your information**You can read how we use information in our [Privacy Policy](https://midlands.leadershipacademy.nhs.uk/events/privacy/) 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. |