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| Text  Description automatically generated  **Issue 09: September 2021**  ***Across the Midlands Region*** |
| Introduction |
| As you will know, the end of July saw Sir Simon Stevens step down from his role within our NHS and we wish him the very best for his future plans. Amanda Pritchard took over from Simon at the beginning of August 2021 as the NHS Chief Executive and we wish Amanda the very best of luck and good wishes in her new role. We look forward to working with Amanda and to contributing towards and embedding the NHS People Plan around its specific commitments of:   * **Looking after our people** – with quality health and wellbeing support for everyone * **Belonging in the NHS** – with a particular focus on tackling the discrimination that some staff face * **New ways of working and delivering care** – making effective use of the full range of our people’s skills and experience * **Growing for the future** – how we recruit and keep our people, and welcome back colleagues who want to return   We can hardly believe we are in the month of September already, where has 2021 gone? In no time at all the leaves with be turning and weather changing as we start Autumn from 22nd September 2021. We hope that you have had chance to relax and unwind with some time off during the summer months and have spent time with friends and family to help boost your wellbeing.  The Midlands Leadership and Lifelong Team members have been enjoying well-earned rests with many taking annual leave – and we have even had a wedding and celebrated a new baby with two of our colleagues in August 2021.  You will see as you read through this newsletter and run through the events pages on our website <https://midlands.leadershipacademy.nhs.uk/events/> that we have been busy procuring new interventions for this financial year to help support our NHS colleagues in the Midlands on their leadership journeys. If you haven’t already, please go to our website to find programmes and events that will support you in your roles – and this is just the start, more interventions will continue to be added over the coming weeks so make sure you add us to your favourites and keep checking back in with us!  We hope you enjoy the September edition of our newsletter. To ensure that you and your colleagues are signed up to our monthly newsletter to keep you up to date with our offers please follow this link and sign up at the bottom of the page: <https://midlands.leadershipacademy.nhs.uk/> |
| GMTS |
| It is great news to see that Amanda Pritchard is the new NHS CE and former NHS GMTS Graduate. We wish her and her team the best of luck.  This is a busy time for the GMTS programme and our team has been working hard preparing the Graduate Management Training Scheme September cohort for the start of their journey.  You never know, the next Amanda Pritchard may be about to start their career in the NHS!  A person smiling for the camera  Description automatically generated with medium confidence  To welcome the new graduates, we have asked our current and past grads to contribute, advice, tips or encouraging stories to enthuse and welcome them.  Aiden Dominy, has written about an experience on the scheme which “shattered [his] view of leadership being only for ‘senior managers’” and how the experience was the product of his boldness in building relationships.  You can read the story here:  <https://midlands.leadershipacademy.nhs.uk/be-bold-a-gmts-trainee-experience/gmts/>  If you are a past or present GMTS trainee, get in touch with your local leadership academy and share your experience. Or jump onto twitter and offer advise with the #GMTSSept2021. |
| Leadership Development |
| **Leadership Development 2021/22**  Coming Soon!  After the brilliant responses we got to last year’s learning interventions, we have been carefully designing a package of leadership development offers for 2021/22.  Some of the things we are bringing to you soon will be:  **Introduction to Leadership & Management:**  A Bitesize leadership development series, aimed at increasing specific leadership behaviours and skills, touching on 5 core aspects of being an effective leader or manager, and the important differences between the two.  These are ran by way of half day workshops and participants can apply to go on all, or as many as they feel relevant to their learning and progression.  1 – Leadership and Management – what is the difference?  2 – Understanding your Leadership style  3 – What is Inclusive Leadership?  4 – Conducting courageous conversations  5 – What is systems leadership?  This is aimed at Aspiring leaders who are at the beginning of their leadership/management careers and should support them as part of our Growing the Future model within the NHS People Plan.  **The Complete Leadership Series 2021/22:**  After the success of 2020’s Complete Leadership Series, we have expanded our offer to include more workshops, some mini series and more topics to equip leaders and managers with useful tools and learning to bring out the best in themselves and others for a brighter future for leadership in the NHS. This will be aimed mainly at Emerging leaders but all are welcome who wish to join us. Some topics include:   * Building Resilience in leadership * Inclusive Leadership Series * Embedding Psychological Safety with Compassion * Leading Virtual teams * Trauma Informed Leadership * Influencing and negotiating * Shaping and Influencing Culture * Leading with Courage and Compassion * And many more! |
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| Upcoming offers and programmes |
| |  |  |  |  |  | | --- | --- | --- | --- | --- | |  |  |  | | | | 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/> | | | |  |  |  | | | |  | | |  |  | | 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/) | |
| |  | | --- | |  | | A conversation with… Julie Neethling around Menopause | | This session will provide a chance to have an informal discussion and to explore the subject together, Julie will share her thoughts of her own personal journey and offer some suggestions of what is available to support you on your own journey.  Click the link below to find out more and book your place:  [Tuesday 28 September 12:30 pm - 1:30 pm](https://midlands.leadershipacademy.nhs.uk/event/a-conversation-with-julie-neethling-around-menopause/) |  |  |  |  | | --- | --- | --- | |  |  |  | | Trans and non-Binary Awareness |  | Midlands Talent Management Community of Practice | | Join us for a conversation with Guy Thomas who will address the principles of being a Trans and Non-Binary Ally. We will also consider the approach and language to work towards inclusion. You are encouraged to attend the session with questions and topics of interest as it will be led by the learning needs of the delegates.  Click the link below to book your place:  [Monday 27 September 12.30 pm – 14:00 pm](https://midlands.leadershipacademy.nhs.uk/event/in-conversation-with-guy-thomas-on-trans-and-non-binary-awareness/) |  | We are delighted to be joined by Bina Kotecha, Associate Director of Systems Leadership and OD from Leicester, Leicestershire and Rutland System and University Hospitals of Leicester NHS Trust, who will be presenting their successes of talent management being incorporated into an ED&I and whole organisation strategy, followed by a Q&A session.  Click the link below to book your place:  [Wednesday 13 October 1:30 pm - 4:00 pm](https://midlands.leadershipacademy.nhs.uk/event/midlands-talent-management-community-of-practice-2/) | |
| Equality, diversity and inclusion |
| We’re celebrating National Inclusion week all year round!Inclusion is a word bandied around often and it got us wondering what inclusion means. Inclusion in its simplest form is about people and about belonging. To feel valued, respected and a part of something bigger than ourselves.National Inclusion Week is the 27th September to the 3rd October and the theme this year is around Unity. To be united together as one people who help each other and be kind to each other. To respect our rights as individuals and to respect our values and our differences.Here at Midlands Leadership and Lifelong Learning, we feel so strongly around inclusion that we want to celebrate all year long – to take that meaning above and beyond and to continually strive for us all to feel included.If you would like to join us in celebrating National Inclusion Week you can do this in three ways:-  1. Provide a short teams recording starting by introducing yourself and your current job role and then you can either    1. Talk about an EDI project of your choice, either past or present, and the challenges and successes around that project.    2. Or talk about any aspects of training you have done or undertaking around inclusion e.g. I am currently in the process of becoming an LGBT+ champion    3. Or talk in general about examples of good practice and why inclusion is important to you.   We are hoping to share these recordings via twitter during the National Inclusion Week and then afterwards on our website so please only do this if you are agreeable to that and we have your permission to do so.   1. Alternatively, or as well as if you wish, you can either enter something onto the template [**here**](https://midlands.leadershipacademy.nhs.uk/wp-content/uploads/sites/3/2021/09/NIW-Tweet-Sheet-Saturday-Sharing-my-inclusion-library-Im-reading-Im-listening-to-Im-watching.pdf), the first is around what you are watching, listening or reading something associated with any of the protected characteristics, by doing this it raises our awareness and understanding and by completing the sheet it becomes a recommendation to a colleague. 2. Lastly, and most importantly, you can complete the page [**here**](https://midlands.leadershipacademy.nhs.uk/wp-content/uploads/sites/3/2021/09/NIW-Tweet-Sheet-Wednesday-Empower-and-recognise.pdf)which is around empowering and recognising a colleague or a team you work with. Think of those who work on the front-line day after day, the cleaning staff who, especially during the pandemic, have had to work so hard to keep us all safe. The drivers and ambulance men chauffeuring/caring for patients to and from hospitals. The carers looking after the eldering and sick or loved ones. The doctors and nurses on the front line and the admin and managers working in the background. We all work together as one team to keep the NHS running and all deserve to feel valued and respected. This is your chance to show and mention those who may sometimes get forgotten.   Again, anything sent will be shared on twitter during the National Inclusion week and the via our website afterwards. Please ensure that consent is obtained where any names are mentioned in order for us to do this.  If you wish to be included can you please forward either the recordings or pages to [midlands@leadershipacademy.nhs.uk](mailto:midlands@leadershipacademy.nhs.uk) by **Tuesday 14th September 2021**. Here are just some of the events we are holding to celebrate and are aware of in the coming months: -6th to 10th September is Pride Week organised by the LGBT+ Network this Pride in the NHS Week, culminating in the NHS Virtual Pride finale, will take place as an online virtual festival. Combining insights from the domains of philosophy, cognitive science, gaming, architecture, UI/UX, VR/XR and performing arts, to create accessible, memorable and engaging experiences, the always-on virtual People Promise event arena will consist of over 25 hours of programmed experiences. The theme for 2021 is Elevate, Educate, Celebrate – to find out more click [here](https://www.events.england.nhs.uk/events/pride-in-the-nhs-week-and-nhs-virtual-pride).A collage of a person  Description automatically generated with low confidence23rd September - a one-hour event entitled Reasonable adjustment, how line managers can enhance their effectiveness will focus on what practical steps line managers can take to improve and enhance the effectiveness of reasonable adjustments, using a case study approach, from recruitment through to one to ones and annual reviews. A must for all line managers and staff alike.National Inclusion Week w/c 27th September 2021 **Monday 27th September – Trans and non-Binary Awareness -** This will be led by the learning needs of the delegates who attend. The objective will be to address the principles of being a Trans and Non-Binary Ally. We will consider the approach and language to work towards inclusion.  **Tuesday 28th September - A conversation with… Julie Neethling around Menopause**. This session will provide a chance to have an informal discussion and to explore the subject together, Julie will share her thoughts of her own personal journey and offer some suggestions of what is available to support you on your own journey. 29th September – come and join us via [Twitter](https://twitter.com/NHSMidsLLL?s=20) for our Inclusive Employers Quiz – test your knowledge in this fun and informative quiz.30th September – Details to be confirmed – check out our website for confirmation.1st October – A day focussed on Allyship, a way to pledge our support to our colleagues and friends, to show that we too care about inclusion – check out our [Twitter](https://twitter.com/NHSMidsLLL?s=20) channel and [website](https://midlands.leadershipacademy.nhs.uk/resources/equality-diversion-inclusion-resources/) for items on Allyship **26th October** - **Gypsy, Roma and Travellers** - Education and Awareness for reducing inequalities event.  **October**  **Black History Month** – we plan to hold a national celebration and a local Midlands one, please do get in touch if you wish to be involved.  **November/December** – we will be holding an **Intergenerational Masterclass**. As our workforce ages and the age gap within teams gets greater, the need for greater understanding, respect and inclusion also gets greater.  **November** is also **Disability History Month** and we hope to be celebrating and raising awareness around this important issue so please do join us.  **January 2022** – In January we plan to hold an **Inclusion Masterclass** – a chance to learn more around inclusion and celebrate all that inclusion can bring.  **February 2022** – This month will see the re-launch of the **Visible Leaders Network**. Our leadership network aimed at staff from Ethnic Minority communities. Further details of the network can be found [here](https://midlands.leadershipacademy.nhs.uk/our-offers/visible-leaders-network/).  **March 2022** – After two very successful events we wish to again celebrate **International Women’s Day** and the successes achieved by women working within the NHS.  To register for any of the above events please go to our [website](https://midlands.leadershipacademy.nhs.uk/events/)as full details will be uploaded there as they become available.  Finally, recruitment to the [Stepping Up Programme](https://www.leadershipacademy.nhs.uk/programmes/the-stepping-up-programme/) will start shortly. This is a leadership development programme for ethnic minority colleagues in Pay Bands 5 to 7 who are aspiring to progress onto more senior roles. As places are limited, please keep checking our national website and apply as soon as possible if interested. |
| Talent management |
| **Talent Management tool: Scope for Growth- Career Conversations Socialisation Sessions**  Your regional talent team are currently 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 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 testing the model. It will also be a great opportunity for you to ask any questions you may have.  **Dates/times and how to register your interest**  We have already run three session and have one more coming up on **7th September, 2-3pm**. If you are interested in attending the final session, please email us at [aspire.togethermidlands@nhs.net](mailto:aspire.togethermidlands@nhs.net)  **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](mailto:aspire.togethermidlands@nhs.net)  **Midlands Talent Management Community of Practice schedule**  We are excited to share our schedule for the remaining Midlands Community of Practice events this year; aimed at our Talent Leads and Practitioners in the Midlands region. The next session will take place on the 13th October; 1-4pm and the theme will be Inclusive Talent Management. Click [here](https://midlands.leadershipacademy.nhs.uk/event/midlands-talent-management-community-of-practice-2/) to find out more and book your place.  Our final session will take place on 26th January 1-4pm. We will be in touch closer to the event with more information and how you can register. Slides from our previous event can be found here: [Midlands Talent Management Community of Practice - Midlands Talent Management - FutureNHS Collaboration Platform.](https://future.nhs.uk/MidlandsTalentManagement/view?objectID=26205392) You may be required to join the site if you don’t already have access. Here you can also access our Midlands Community of Practice forum where you can join and continue active discussions from the sessions as well as post questions, ideas and thoughts. We also have a WhatsApp group to help our Community of Practice stay in touch. If you would like to join; please text your full name, job title and organisation to 07849 574 331.  **Midlands Talent Management Workspace launch**  We are delighted to launch our official Midlands Talent Management workspace. Your one-stop shop for everything Talent Management in the Midlands. This is a place for colleagues across the Midlands Region who have an interest in Talent Management. Use this platform to connect with each other, share ideas, learning and resources, showcase great Talent Management in practice, celebrate our successes and collaborate to improve the quality of working life and experience for our people in health and social care and ultimately patient care.  Use our workspace to find out more about the team and work we are undertaking. Access the latest updates, materials, blogs and knowledge articles. Join the conversation using live discussion forums and upload and share files with the rest of the workspace.  Please follow the instructions below to join:   1. If you do not have a FutureNHS login, please create an account using this link: [FutureNHS platform](https://future.nhs.uk/system/login) 2. Once your account is created, please click this direct link to our workspace and request to join: [Midlands Talent Management - FutureNHS Collaboration Platform](https://future.nhs.uk/MidlandsTalentManagement/grouphome) 3. Our team will then receive a notification and will process your request to join.   Please note that this workspace is still being developed and material will continue to be added as time goes on. If you have any queries, please contact us at [aspire.togethermidlands@nhs.net](mailto:aspire.togethermidlands@nhs.net).  **Inclusive Talent Management Masterclass Series: Black History Month**  The Midlands and South West Talent team are thrilled to be hosting our second Talent Management Inclusive Masterclass on Wednesday 20 October 2021, celebrating Black History Month. We are delighted to welcome Patricia Miller (Chief Executive, Dorset County Healthcare Foundation Trust), and Dr Habib Naqvi (Director, NHS Race and Health Observatory) who will reflect on their lived experiences and career journey to-date. They will share some ideas on what we can do as leaders to support inclusive talent management as well as tips for aspiring leaders from the BAME community. Click [here](https://www.events.england.nhs.uk/events/talent-management-inclusive-masterclass-series-black-history-month-610bdadd221fe) to find out more and book your place. |
| **Health & Well-being** |
| “**Everyone counts**. We maximise our resources for the benefit of the whole community, and make sure nobody is excluded, discriminated against or left behind”.  *One of the six constitutional NHS values.*    Research shows that there is a strong positive relationship between an inclusive working environment and workplace wellbeing. The constitutional NHS values are for all staff, and as leaders within the NHS, we have a responsibility to live out authentic inclusive behaviours embracing diverse identities (such as race, nationality, gender identity, age, sexual orientation). This month the UK celebrates PRIDE, a fantastic opportunity for us to embrace, support and celebrate wholeheartedly with our LGBT+ community. During the 6th to 10th September 2021, the NHS is to dedicate five days to LGBT+ with a national Pride in the NHS Week and top off with a virtual Pride finale (10th September 2021). We encourage all leaders, to consider how they will personally support, our LGBT+ community. As Mahatma Gandhi wisely once said: “our ability to reach unity in diversity will be the beauty and the test of our civilization”.  Let us all join, across primary and secondary care settings and celebrate with our LGBT+ colleagues building a sense of belonging for all. To book your place: [Pride in the NHS Week and NHS Virtual Pride (england.nhs.uk)](https://www.events.england.nhs.uk/events/pride-in-the-nhs-week-and-nhs-virtual-pride) |
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