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| Text  Description automatically generated**Issue 10: October 2021**  ***Across the Midlands Region*** |
| Introduction |
| Autumn is here as we see the leaves start to change colour, coats and jumpers appear from our wardrobes - and we find out which radiators aren’t working in our homes when the heating starts to be turned on!As the weather changes so too come Winter pressures when demand for services tend to increase significantly. Teamwork is essential in tackling this. Continuance of our collaborative efforts in our local, regional and national teams working towards common goals is imperative as we continue to work though the pandemic. *"Teamwork begins by building trust. And the only way to do that is to overcome our need for invulnerability." – Patrick Lencioni.*Our, still fairly new, team met for the second time face to face in September 2021; a day used to work together to build unity and work on bringing our whole selves to work. Across our whole workforce we spend many hours working together in our teams, with our work family – ensuring we all reveal our authentic selves at work will result in an open and honest workforce, creating a compassionate collaborative and engaged work environment albeit virtually or face to face. The Midlands Leadership and Lifelong Learning team is ensuring that our work is focussed on recovery and support to our frontline colleagues and the work on Integrated Care System (‘ICS’) development. New offers are being added regularly to our events pages, please ensure you keep checking for interventions <https://midlands.leadershipacademy.nhs.uk/events/> that may assist you in your day-to-day work and future career.We hope you enjoy the October edition 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 |
| It takes teamwork for us to deliver workshops, masterclasses and programmes to the many NHS staff based in the Midlands. Not only with our own staff but with facilitators and their teams. To build trust in us, participants need to have a good experience from our events and our facilitators represent us in this way. Becci Martin, facilitates our Coaching supervision and CPD sessions. Here, she has written a lovely letter to the coaches she has been working with:“Since early 2020 I’ve had the privilege of supporting the coaching community across the NHS and social care footprint in the Midlands. Every month I have connected, either via group supervision ormini bursts of coaching CPD, with many of the amazing coaches who are kindly giving their time and energy on top of their day job! I’ve really got to know this wonderful community as we’ve navigated the virtual landscape together whilst coping with the backdrop of the pandemic! We’ve explored many themes from using metaphor, building confidence and managing our wellbeing to figuring out how to use our coaching toolkit online. It’s been incredible to connect with and share in the joy and challenges of coaching in the NHS at a time when I know it’s needed the most. Coaching has the power to transform lives, shape communities and enhance care. It’s magical! We have more opportunities to grow and develop as a community in the months to come, with CPD and supervision sessions planned. If you haven’t made it to an evening CPD session yet then give it a go - I promise you will be welcomed and will definitely go away with something new for your coaching toolkit. Thank you for everything you do to support the systems you work within, your commitment to coaching is appreciated and I’m so proud to support you.”Becci MartinFounder & DirectorTeam Boo **Coaching and Mentoring Supervision and CPD offers 2021/22**  We have so many exciting CPD and supervision sessions for coaches and mentors to support and develop you throughout the rest of the year. Sessions have been designed around subjects requested by our coaches and mentors themselves and we continue to ask what you’d like to see next so we can plan future sessions to meet these needs. **Coaching**Our Coaching CPD and Supervision sessions are being delivered by Becci Martin and the team at BOO Coaching and Consulting, who have some brilliant sessions in store inspired by coaches’ feedback and discussions from last year.  Our upcoming Coaching CPD offers are: * Coaching and NLP - 19 October 2021 7pm – 8pm

[Coaching CPD session – Coaching and NLP – Midlands Leadership Academy](https://midlands.leadershipacademy.nhs.uk/event/coaching-cpd-session-coaching-and-nlp/)* Using Metaphor in our Coaching Practice - 16 November 2021 7pm – 8pm

[Coaching CPD Session – Using Metaphor in our Coaching Practice – Midlands Leadership Academy](https://midlands.leadershipacademy.nhs.uk/event/coaching-cpd-session-using-metaphor-in-our-coaching-practice/)* Group Coaching tools and techniques 15 December 2021 7pm – 8pm

[Coaching CPD Session – Group Coaching tools and techniques – Midlands Leadership Academy](https://midlands.leadershipacademy.nhs.uk/event/coaching-cpd-session-group-coaching-tools-and-techniques/)* New year, new start – goal setting and wellbeing 20 January 2022 7pm – 8pm

[Coaching CPD Session – New year, new start – goal setting and wellbeing – Midlands Leadership Academy](https://midlands.leadershipacademy.nhs.uk/event/coaching-cpd-session-new-year-new-start-goal-setting-and-wellbeing/)* Being braver 22 February 2022 7pm – 8pm

[Coaching CPD Session – Being braver – Midlands Leadership Academy](https://midlands.leadershipacademy.nhs.uk/event/coaching-cpd-session-being-braver/) Our upcoming SUPERVISION dates are as follows: * 14th September 2021 - 10am - 12pm

[Coaching supervision session 3 – Midlands Leadership Academy](https://midlands.leadershipacademy.nhs.uk/event/coaching-supervision-session-3-2/)* 21st October 2021 - 10am - 12pm

[Coaching supervision session 4 – Midlands Leadership Academy](https://midlands.leadershipacademy.nhs.uk/event/coaching-supervision-session-4-2/)       * 17th November 2021 - 10am - 12pm

[Coaching supervision session 5 – Midlands Leadership Academy](https://midlands.leadershipacademy.nhs.uk/event/coaching-supervision-session-5-2/)* 9th December 2021 - 10am - 12pm

[Coaching supervision session 6 – Midlands Leadership Academy](https://midlands.leadershipacademy.nhs.uk/event/coaching-supervision-session-6-2/)      * 11th January 2022 - 10am - 12pm

[Coaching supervision session 7 – Midlands Leadership Academy](https://midlands.leadershipacademy.nhs.uk/event/coaching-supervision-session-7-2/)* 9th February 2022 - 10am - 12pm

[Coaching supervision session 8 – Midlands Leadership Academy](https://midlands.leadershipacademy.nhs.uk/event/coaching-supervision-session-8-2/)         **Mentoring**Our Mentoring CPD and Supervision sessions are being delivered by Emma Coller from Growth Pod, who have some brilliant sessions in store inspired by feedback and discussions from last year.  We are excited to support you to be your brilliant selves again in 2021/22.Please click on the links to book onto the sessions below.   Our brand-new upcoming Mentoring CPD offers are: * Session Three -Well-being - 29 October 9:30am – 11am

[Mentoring CPD Session – Wellbeing – Midlands Leadership Academy](https://midlands.leadershipacademy.nhs.uk/event/mentoring-cpd-session-wellbeing/)* Session Four – Behavioural Science - 26 November 9:30am – 11am

[Mentoring CPD Session – Behavioural Science – Midlands Leadership Academy](https://midlands.leadershipacademy.nhs.uk/event/mentoring-cpd-session-behavioural-science/)**More sessions coming soon** – get your say on topics by letting us know what you want to see! There will be opportunities in each session to suggest future topics or you can email us at midlands@leadershipacademy.nhs.uk Our upcoming SUPERVISION dates are as follows: **Cohort 2** (moved from 24 September)**:**Session 1 - 24 September 2021 1:30pm – 3:30pmSession 2 - 28 January 2022 1:30pm – 3:30pm  [Mentoring Supervision Session Cohort 2 – Midlands Leadership Academy](https://midlands.leadershipacademy.nhs.uk/event/mentoring-supervision-session-cohort-2/) **Cohort 3:**Session 1 - 29 October 2021 1:30pm – 3:30pm               Session 2 - 18 February 2022 1:30pm – 3:30pm[Mentoring Supervision Session Cohort 3 – Midlands Leadership Academy](https://midlands.leadershipacademy.nhs.uk/event/mentoring-supervision-session-cohort-3/)**Cohort 4 (one session only):**25 March 2021 1:30pm – 3:30pm    [Mentoring Supervision Session Cohort 4 – Midlands Leadership Academy](https://midlands.leadershipacademy.nhs.uk/event/mentoring-supervision-session-cohort-4/) |
| Upcoming offers and programmes  |
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| **Gypsy, Roma and Travellers – Education and Awareness for reducing inequalities** |  | **Complete Leadership Series - Leading and Developing Great Teams** |
| In discussion with community, regional and national people, and Friends Families and Travellers FFT, a 2-hour virtual event has been organised to raise awareness of the issues and inequalities experienced by this community. 30 people from across public and non-public organisations that includes individuals, managers, executives covering a wide spectrum of public agencies and voluntary, community and neighbourhood groups.This event is suitable for senior system leaders – Chairs, CEOs, ICS leads; Local Authority, Equalities Leads, Communications and Engagement Leads, statutory area across protected characteristics, charities; senior system leads with active involvement in equalities, Education, Police and Fire service.Click the link below to book your place:[Tuesday 26 October 10:45 am - 1:00 pm](https://midlands.leadershipacademy.nhs.uk/event/gypsy-roma-and-travellers-education-and-awareness-for-reducing-inequalities/) |  | A workshop which looks to develop and create diverse teams in order get the very best from their people; increase engagement and motivation.Thursday 18 November 9:15 am - 1:00 pm[Complete Leadership Series – Leading and Developing Great Teams – Midlands Leadership Academy](https://midlands.leadershipacademy.nhs.uk/event/complete-leadership-series-leading-and-developing-great-teams-8/)Thursday 20 January 9:15 am - 1:00 pm[Complete Leadership Series – Leading and Developing Great Teams – Midlands Leadership Academy](https://midlands.leadershipacademy.nhs.uk/event/complete-leadership-series-leading-and-developing-great-teams-9/) |
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| **Transforming Conversations – Building a Coaching Culture** |  | **Complete Leadership Series – Influencing and Negotiating Skills** |
| 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 straight away 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.Spaced across eight weeks, this course is a 28-hour virtual learning programme delivered via video learning and interactive Zoom sessions.Click the link below to book your place:[Cohort 4: Tuesday 09 November 2:00 pm - 5:00 pm](https://midlands.leadershipacademy.nhs.uk/event/transforming-conversations-building-a-coaching-culture-cohort-4/)[Cohort 5: Thursday 13 January 9:30 am - 12:30 pm](https://midlands.leadershipacademy.nhs.uk/event/transforming-conversations-building-a-coaching-culture-cohort-5/) |  | The workshop will ensure that delegates are confident in recognizing and accepting difference, whilst skilled in creating connections across the system, influencing and negotiating beyond their authority and managing any fear or conflict to a successful outcome. The workshop will provide an opportunity to role model networking.Click the link below to book your place:Thursday 04 November 9:15 am - 1:00 pm[Complete Leadership Series – Influencing and Negotiating Skills – Midlands Leadership Academy](https://midlands.leadershipacademy.nhs.uk/event/complete-leadership-series-influencing-and-negotiating-skills-7/)Tuesday 15 February 9:15 am - 1:00 pm[Complete Leadership Series – Influencing and Negotiating Skills – Midlands Leadership Academy](https://midlands.leadershipacademy.nhs.uk/event/complete-leadership-series-influencing-and-negotiating-skills-8/) |

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| Equality, diversity and inclusion |
| **Help us improve our access**This month the focus is very much on inclusion as we celebrate Black History Month in October, we also celebrate Dyslexia awareness week which is the 5th to 11th October.You can find the Midlands regional events for BHM hosted on our website [here](https://midlands.leadershipacademy.nhs.uk/events/). With a focus on dyslexia awareness, we are responding to some recent feedback about the advantages of being able to write well when it comes to applications for leadership programmes and on role applications. We need to better understand the things that support or hinder people getting on to leadership development activities. WDES statistics tell us that colleagues with a disability are not represented in senior roles at the numbers we see within the workforce and we need to learn how to redress this balance.Whether you consider you have a disability or not, please share your thoughts with us on the survey found [**here**](https://midlands.leadershipacademy.nhs.uk/access-to-leadership-development/) on how we might improve the things within our scope to change. These can be as creative as you like and let’s see how we can improve together. |
| Talent management |
| **Spaces still available: Midlands Talent Management Community of Practice – 13th October**We still have spaces available for our next Midlands Talent Management Community of Practice on the **13th October, 1:30-4pm** and the theme will be Inclusive Talent Management. As well as relationship building to shape discussions on our passions for Talent Management to achieve positive outcomes, we will start to look at succession planning and creating Midlands Wide Talent Management approaches, priorities and frameworks. Click [here](https://midlands.leadershipacademy.nhs.uk/event/midlands-talent-management-community-of-practice-2/) to find out more and book your place if you haven't already done so. Slides from the previous sessions 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.**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 Ade Williams (Non-Executive Director, North Bristol Trust and Lead Pharmacist, Bedminster Pharmacy) 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 ethnic minority 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.**Introducing NHS Interim Management and Support (NHS IMAS): Promoting NHS Talent**   NHS IMAS is committed to growing and developing NHS talent and providing unique access to new challenges, helping to progress your career and bring learning back to your substantive organisation.  NHS IMAS has many years’ experience of successfully sourcing, developing and deploying highly skilled senior NHS staff from its talent pools, to fulfil short- and medium-term requests for consultancy and interim support across the NHS in England.  If you are know of anyone operating at Agenda for Change 8d or above and is interested in becoming a pool member, contact the IMAS team 0113 486 0132 / nhs.imas@nhs.net or visit our website [https://www.nhsimas.nhs.uk](https://scanner.topsec.com/?d=99&r=show&t=2e98250341154370b3af2dabd82a50309bd3f3b9&u=https%3A%2F%2Fwww.nhsimas.nhs.uk). |
| Primary Care |
|  **Primary Care and Primary Care Networks** The key challenge faced by different organisations is to nurture a culture that ensures the delivery of continuous improvement of high quality as well as safe and compassionate healthcare. Leadership is the most influential factor in shaping organisational culture. Therefore, it is fundamental to ensure the necessary leadership behaviour strategies and qualities are developed. We currently have different leadership offers to support our Primary Care leaders and managers at all levels within the multidisciplinary workforce. Our programme offer is focused on design and delivery and the impact on the individual (I), team working (We), organisation and the system (Us) of healthcare delivery.**Tackling Health Inequalities through population health across Midlands and East of England**COVID19 has brought to wider consciousness inequalities in different areas from healthcare to technology. To support our leaders with this we have our Tackling Health Inequalities Through a Practical Approach to Population Health Management programme. Population health brings significant health concerns into focus and addresses ways through which resources can be allocated to overcome the problems that drive poor health conditions. The programme will help individual and teams to have a solid understanding of Population Health Management and how important it is to address inequalities. An insight into the behaviour science techniques that can help to make change projects more successful. Link to register for the programme’s different cohorts: [Cohort 5](https://scanner.topsec.com/?d=99&u=https%3A%2F%2Fmidlands.leadershipacademy.nhs.uk%2Fevent%2Ftackling-health-inequalities-across-midlands-and-east-of-england-cohort-5%2F&t=fa762c8f29b8d923c9caad9fc192cd9d6d468cb3&r=show); [Cohort 6](https://scanner.topsec.com/?d=99&u=https%3A%2F%2Fmidlands.leadershipacademy.nhs.uk%2Fevent%2Ftackling-health-inequalities-across-midlands-and-east-of-england-cohort-6%2F&t=e85faf49218ff947a055ba912ce110ea5319afaf&r=show);[Cohort 7](https://scanner.topsec.com/?d=99&u=https%3A%2F%2Fmidlands.leadershipacademy.nhs.uk%2Fevent%2Ftackling-health-inequalities-across-midlands-and-east-of-england-cohort-7%2F&t=c84425e793b942432fb8e13f64694beb4ef4a8d6&r=show);[Cohort 8](https://scanner.topsec.com/?d=99&u=https%3A%2F%2Fmidlands.leadershipacademy.nhs.uk%2Fevent%2Ftackling-health-inequalities-across-midlands-and-east-of-england-cohort-8%2F&t=a9620b150dc1cc8134cd2d77a91c00084256b5a0&r=show); [Cohort 9](https://scanner.topsec.com/?d=99&u=https%3A%2F%2Fmidlands.leadershipacademy.nhs.uk%2Fevent%2Ftackling-health-inequalities-across-midlands-and-east-of-england-cohort-9%2F&t=bc528c94968dee9f4244dc31b89884e02c1a622e&r=show) and [Cohort 10](https://scanner.topsec.com/?d=99&u=https%3A%2F%2Fmidlands.leadershipacademy.nhs.uk%2Fevent%2Ftackling-health-inequalities-across-midlands-and-east-of-england-cohort-10%2F&t=cfe716eb369171a7532bfb729de431ba1d563b52&r=show)**Leading Strategic Innovation in Health and Well-Being**Individuals spend more than 50% of their time at their workplace and therefore delivering a health programme to support individuals, teams, organisations (PCN) and systems is important as it promotes positive behavioural patterns, reduces absenteeism, improves resilience, improves dietary habits and helps to improve the overall productivity. To support our Primary Care colleagues, we have our Leading Strategic Innovation in Health and Well-Being workshop. 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. Links to register for the different cohorts: [Cohort 1](https://scanner.topsec.com/?d=99&u=https%3A%2F%2Fmidlands.leadershipacademy.nhs.uk%2Fevent%2Fleading-strategic-innovation-in-health-and-well-being%2F&t=993b3281c991535efbb26b670d3fddd412608c07&r=show); [Cohort 2](https://scanner.topsec.com/?d=99&u=https%3A%2F%2Fmidlands.leadershipacademy.nhs.uk%2Fevent%2Fleading-strategic-innovation-in-health-and-well-being-cohort-2%2F&t=c8b14a09fe76a6c46fd4e3af6308f7182295d8eb&r=show); [Cohort 3](https://scanner.topsec.com/?d=99&u=https%3A%2F%2Fmidlands.leadershipacademy.nhs.uk%2Fevent%2Fleading-strategic-innovation-in-health-and-well-being-3%2F&t=5cc35225cebcb55a3cdecd450c38092b9f665990&r=show) and [Cohort 4](https://scanner.topsec.com/?d=99&u=https%3A%2F%2Fmidlands.leadershipacademy.nhs.uk%2Fevent%2Fleading-strategic-innovation-in-health-and-well-being-cohort-4%2F&t=285ee710ebc6eecc104115af40d5c35b2321b742&r=show)**Mentoring Skills for Senior Leaders**Mentorship is important within Primary Care as it helps to establish a positive environment for learning. Furthermore, nurturing from mentors encourages personal and professional development. The aim of this webinar series is to provide high quality mentoring skills development to senior leaders so that they are able to offer mentoring support to a wide range of individuals at different levels of seniority and in different disciplines within the Midlands area and to provide our talented leaders with tools and theories which will allow staff to work collaboratively, compassionately and in an inclusively diverse manner through engaging in curious mentoring conversations. Developing mentors supports the NHS Long-Term Plan, the People Plan and the development of diversity and opportunity for all. Links to register for the different cohorts: [Cohort 14](https://scanner.topsec.com/?d=99&u=https%3A%2F%2Fmidlands.leadershipacademy.nhs.uk%2Fevent%2Fmentoring-skills-for-senior-leaders-cohort-14%2F&t=0cf36d4118fa221a51f76d8b50be93436109c5db&r=show) ;[Cohort 15](https://scanner.topsec.com/?d=99&u=https%3A%2F%2Fmidlands.leadershipacademy.nhs.uk%2Fevent%2Fmentoring-skills-for-senior-leaders-cohort-15%2F&t=091c13ab59e0c4b3c2526be1c7bc3cd3aafe1042&r=show);[Cohort 16](https://scanner.topsec.com/?d=99&u=https%3A%2F%2Fmidlands.leadershipacademy.nhs.uk%2Fevent%2Fmentoring-skills-for-senior-leaders-cohort-16%2F&t=c271eef18f164a5099fb9fde64c3a9c91d1c69c9&r=show);[Cohort 17](https://scanner.topsec.com/?d=99&u=https%3A%2F%2Fmidlands.leadershipacademy.nhs.uk%2Fevent%2Fmentoring-skills-for-senior-leaders-cohort-17%2F&t=2cac9e860ab1e44c417e4c2fe41b246906f44c22&r=show);[Cohort 18](https://scanner.topsec.com/?d=99&u=https%3A%2F%2Fmidlands.leadershipacademy.nhs.uk%2Fevent%2Fmentoring-skills-for-senior-leaders-cohort-18%2F&t=93f673e2f0c7c5d58b86c7775e42f0a113c1d830&r=show);[Cohort 19](https://scanner.topsec.com/?d=99&u=https%3A%2F%2Fmidlands.leadershipacademy.nhs.uk%2Fevent%2Fmentoring-skills-for-senior-leaders-cohort-19%2F&t=8b21c1368f530cc7d7916f11a9aef3121f719fc8&r=show) ;[Cohort 20](https://scanner.topsec.com/?d=99&u=https%3A%2F%2Fmidlands.leadershipacademy.nhs.uk%2Fevent%2Fmentoring-skills-for-senior-leaders-cohort-20%2F&t=1638ba3c9d03c8334b04cadb0b60c84f17fb38ac&r=show); [Cohort 21](https://scanner.topsec.com/?d=99&u=https%3A%2F%2Fmidlands.leadershipacademy.nhs.uk%2Fevent%2Fmentoring-skills-for-senior-leaders-cohort-21%2F&t=3214698a4864e23c5378cd7e77fd17cbae6d6559&r=show) and [Cohort 22](https://scanner.topsec.com/?d=99&u=https%3A%2F%2Fmidlands.leadershipacademy.nhs.uk%2Fevent%2Fmentoring-skills-for-senior-leaders-cohort-22%2F&t=10b88cf5698e7a8cc58474895363cf3297092d87&r=show)**Triumvirate: The Power of Three programme**The last three years we have been running the triumvirate programme which has helped Primary Care teams to be more productive by identifying and executing opportunities to make processes and service better. The feedback from the delegates highlighted that their practices reported improvements in networking, understanding the NHS agenda (Long Term Plan and People Plan), leadership skills, communication, equality, diversity and inclusion, strategy, service improvement, culture and system thinking. Triumvirate: The Power of Three programme is a team based virtual four-day programme. It is designed to support a power of three (team of three people – triumvirate) to become effective change agents and leaders. It is an evidence-based programme which will provide practical tools, techniques, and insight about you as a leader and how you work in a team with a focus on building improved relationships, culture, and organisational effectiveness. The return on investment is the development of individual leadership and change agent skills and competencies. Links to register for the different cohorts: [Cohort 4](https://scanner.topsec.com/?d=99&u=https%3A%2F%2Fmidlands.leadershipacademy.nhs.uk%2Fevent%2Ftriumvirate-the-power-of-three-programme-cohort-4%2F&t=7bdd1cbd1e97af2ccc1dd79d9d18f09732d0d378&r=show) and [Cohort 5](https://scanner.topsec.com/?d=99&u=https%3A%2F%2Fmidlands.leadershipacademy.nhs.uk%2Fevent%2Ftriumvirate-the-power-of-three-programme-cohort-5%2F&t=503ff729214552f75531b03241cba03ce24cda37&r=show). **Primary Care coaching and mentoring** We want to encourage  Primary Care colleagues working within general practice, community pharmacy, dentistry, optometry or any other care service to register for coaches and mentors by clicking on this link ([https://midlands.leadershipacademy.nhs.uk/our-offers/coaching-and-mentoring-2/](https://scanner.topsec.com/?d=99&u=https%3A%2F%2Fmidlands.leadershipacademy.nhs.uk%2Four-offers%2Fcoaching-and-mentoring-2%2F&t=c73a7f61fcfbc25c4bf182d68c0b9015e54cff79&r=show)). The coaching sessions will help you to strengthen your leadership by creating space for you to stand back, slow-down and reflect if you want to:* appraise your decision-making in the midst of the current crisis
* find ways to create time and space to consider how to lead the transition into the future state
* Providing you with the opportunity to enhance your decision making, to ‘hold steady’ in and through this crisis and to build and maintain personal resilience in order to help you effectively lead with a compassionate and inclusive style

**Primary Care resource** [**https://midlands.leadershipacademy.nhs.uk/resources/primary-care-resources/**](https://scanner.topsec.com/?d=99&u=https%3A%2F%2Fmidlands.leadershipacademy.nhs.uk%2Fresources%2Fprimary-care-resources%2F&t=db3cb054f1903f74c1c9cde103ec1ec5c8615a28&r=show)For further information about the programme please contact midlands@leadershipacademy.nhs.uk or phillip.masuwa@nhs.net |
| **Health & well-being** |
| “No one can whistle a symphony. It takes a whole orchestra to play it.”*H.E. Luccock* It is fair to say that NHS staff are exhausted and as we head into winter, we need to be intentional about supporting each other, to prioritise self-care and maintain good health and well-being. Thankfully we have a wealth of information, support and guidance at our finger-tips on issues such as bereavement, money, stress here: [NHS England » Supporting staff health and wellbeing](https://www.england.nhs.uk/nhsbirthday/work-well/supporting-staff-health-and-wellbeing/).   |
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