

# Systems Leadership Series

## Introducing our informative and engaging Systems Leadership Series

Introducing our informative and engaging systems leadership series. As a response to the newly formed ICS's these master classes are themed around the North West NHS Leadership Academy's systems leadership model of principles and behaviours. They will introduce participants to systems theory and explore the move to systems thinking and working within the NHS. This series comprises of four **virtual** master classes on systems leadership (with accompanying podcasts). Although the master classes build upon a story, they are designed to be independent of one another, therefore you can choose to attend all four sessions or just those that are most relevant to you.

## Who can attend?

This series is aimed at those in senior management roles who are looking to advance their leadership capability in and across health and care systems and communities.

## Workshop One: Being

12<sup>th</sup> January 2022 9.30am until 1pm

This masterclass focusses on the idea of systems; the community and I. It is a theory-based workshop that will tackle the key elements of systems leadership, taking a holistic approach with an emphasis on:

- Creating an inclusive and diverse changemaking culture
- Bringing together knowledge, understanding and confidence to engage in leadership behaviours in working across system and community
- New ways of working – prioritising population health and reducing health inequalities
- Explore the beliefs underlying your approach to leadership and change
- Share ideas/theories about what makes system's theories different - which will give you the confidence to lead differently
- Insights as to why the system generates inequalities and simple approaches to address population health and inequalities

As Kurt Lewin said, 'There is nothing so practical as a good theory' In this session you will reflect on your theory in use and understand the core ideas that build a theory of organisations as complex adaptive social systems. These ideas will be applied to the critical issues the NHS is facing, from service redesign to population health and inequalities. [Book your place](#)

## Workshop Two: Relating and Communicating

26<sup>th</sup> January 2022 9.30am until 1pm

This masterclass will focus on the key elements to successful purpose-driven multi-disciplinary working with theory and practical focus on:

- Understanding the Goal
- Understanding the Systemic issues you want to address
- An ability to engage and align diverse stakeholders around shared goals. Maximising the potential for diversity and difference. Systems leadership can act as a means for bringing marginalised groups into the design and delivery of services.
- Emphasis on empowering action and collaboration by a broad network of organisations. Connecting, networking and building diverse communities of shared learning and practice. Mapping, understanding different sectors and the part they play in systems leadership.
- Understanding the systemic drivers of the issues you want to address
- Crafting the Goal
- Engaging diverse stakeholders around shared goals. Maximising the possibilities found in diversity and difference.
- Creating networks for learning

Systems adapt when the context changes. We will explore what are the drivers we need to adapt to (hint: not money or workforce!) and then focus on developing the necessary relationships for change and how to co-ordinate behaviour across the system. Shared purpose is critical. Given that diversity and inclusion are fundamental processes to enable adaptation, we will learn how to use information and conflict positively. This ensures risk is dramatically reduced. [Book your place](#)

## Workshop Three: Leading and Visioning

9<sup>th</sup> February 2022 9.30am until 1pm

A focus on collective leadership exploring overcoming barriers to systems thinking and working. Leading confidently in what can be often volatile environments. An emphasis on mediating existing power relations and hierarchy and building ethical and sustainable change across systems.

- Cognitive empathy – recognise and understand others' perspectives.
- Collaborative and inclusive teamwork – non hierarchical team, spreading knowledge and working towards a common goal.
- Systemic action – Accepting constant change as a reality and believe in the power of systemic action. Allowing for experimentation and risk.
- Shared leadership – encouraging wider positive impact. The collective approach to leadership.
- Designing vision, purpose strategy
- Using multiple perspectives to understand what needs to change
- Exploring the right power to use for different issues
- Understanding and acting upon how power flows in systems
- The systemic approach to leadership.

Much change fails because the change agents don't pay attention to what holds the current system in place and power issues are not addressed systemically. When we are blind to this, we often blame individuals. Systems change requires collective leadership. System's sight gives us a range of other possibilities at all levels in the system. [Book your place](#)

## Workshop Four: Delivering - Innovation across the Systems

23<sup>rd</sup> February 2022; 9.30am until 1pm

This is the final masterclass in the series and focusses on the journey of discovery! Mobilising innovation and action across a system. The facilitator will explore and ignite:

- The courage to take risks, filled with examples of successful system change projects
- Raising confidence, enthusiasm and courage to embark on innovative change.
- To catalyse, enable and support widespread action rather than occupying the spotlight
- Embark on a journey of discovery and insight as Systems thinking emerges
- An approach to growing innovation across the system
- To catalyse, enable and support widespread action rather than occupying the spotlight
- Embark on a journey of discovery and insight as Systems thinking emerges

Many attempts at spreading innovation are push models (e.g., roll out!). A systemic approach to innovation builds on insights from evolution – a pull model. When leading, designing of the process is a key skill. We will explore what it takes to catalyse, enable and support widespread action rather than occupy the spotlight. As system change is never smooth, developing processes for learning together becomes a key component of leadership. [Book your place](#)

