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| Text  Description automatically generated  **Issue 13: January 2022**  ***Across the Midlands Region*** |
| Introduction |
| A Thank You to NHS Staff from £133 for 2 persons per night - Royal Hotel  BathHappy New Year to all our colleagues across the Midlands.  We start our January 2022 newsletter with a thank you to our colleagues within the NHS. You have supported us and our country with strength and dignity across a difficult festive period and will continue to do so over the following months as we progress through Winter and the ongoing threat of the Covid-19 pandemic; the greatest challenge in the NHS’s history. Your dedication, passion and leadership has not gone unnoticed, and we thank you all for all you do.  Our congratulations go to our colleagues across the Midlands who have been recognised in the New Year’s Honours list 2022:   * Prof Helen Stokes-Lampard, GP at Westgate Practice Greenhill Health Centre in Lichfield, DBE for services to General Practice. * Prof Kamlesh Khunti, GP at Hockley Farm Medical Practice in Leicester, CBE for services to health. * Prof Tony Avery, GP at Chilwell Meadows Surgery in Nottingham, OBE for services to General Practice. * Prof Iain Chapple, Consultant in Restorative Dentistry at Birmingham Community Healthcare Trust, MBE for services to oral and dental health. * Prof Simon Gregory, GP at King Edward Road Surgery in Northampton, MBE for services to General Practice. * Patrick Nyarumbu, Executive Director of Strategy, People and Partnerships at Birmingham and Solihull Mental Health NHS Foundation Trust, MBE for services to nursing. * Prof Anthony Ward, lately Professor in Rehabilitation Medicine at Midlands Partnership NHS Foundation Trust, MBE for services to rehabilitation medicine and people with disabilities. * Karen Bussooa, End of Life Care Facilitator at University Hospitals of Derby and Burton NHS Foundation Trust, BEM for services to End of Life care.   We have many special days across the calendar each month; one to remember for January is National Compliment Day on the 24th. Why not support your team’s health and wellbeing by using this day to highlight and congratulate a team member for an outstanding job. Compliments make people feel good, boost their confidence and is an important part of leadership and influence.  As we embark on a new year, may 2022 bring with it new goals and achievements for us all.  “Every moment is a fresh beginning.” – **T.S. Eliot** |
| Stakeholder Engagement Events |
| In May 2021 the Midlands Leadership Academy team completed three listening exercises across the Midlands to understand the views of staff and stakeholders on learning, talent management and leadership development within the current operating environment and what the leadership and lifelong learning team should focus on and prioritise in 2021/22.  The aims of the listening events were to:   * Engage with Regional stakeholders to discuss and define the impact and implications of leadership during Covid-19​ * Realise how we can support each-other in the future for positive outcomes​ * Consider and discuss how we can support you in 2021/22​   There were over 40 attendees at the listening events which were written up to summaries the key points raised by the participants which informed the work of our academy in 2021/22.  Our role is to make sure we are doing the right things to support our NHS workforce through the coming months and to ensure we develop leaders to deliver great patient care and we would like your input to help us do this in 2022/23 and beyond.  We will be holding our listening events earlier in 2022 to ensure we really focus our efforts in 2022/23 on our two key priorities of the recovery of our workforce and the ICS and ICS implementations. Our overall aim is to gather information to enable us to provide support and interventions that will help to improve the working lives of staff in the NHS and so help to provide better care for patients.  Our events will be help virtually via Zoom on the following times/dates and they are being facilitated by the team at NHS Elect:   * [Wednesday 2nd February 2022 11:00 to 13:00](https://midlands.leadershipacademy.nhs.uk/event/stakeholder-listening-event-1/) * [Thursday 10th February 2022 14:00 to 16:00](https://midlands.leadershipacademy.nhs.uk/event/stakeholder-listening-event-2/) * [Friday 25th February 2022 09:30 to 11:30](https://midlands.leadershipacademy.nhs.uk/event/stakeholder-listening-event-3/)   The events are open to all stakeholders across the Midlands region, and you can book your place now through our events page through the links above. We would really welcome a diverse audience from across all of our systems in the Midlands to find out what we can to do assist you and your teams in 2022/23 – we look forward to seeing you there. |
| Upcoming offers and programmes |
| |  |  |  | | --- | --- | --- | |  |  |  | | **Complete Leadership Series – Leading inclusively mini-series** |  | **Complete Leadership Series – Making Every Conversation Count** | | We continue to lead through challenges in the Covid and social world. Living with complexity, uncertainty, ambiguity and volatility as new ways of working emerge, compassion for ‘others’ can often be overlooked. Leaders need to think about their role in this changing landscape. Additionally, making relationship-based leadership work in the virtual world has created the need for more networked and inclusive leadership skills. This workshop series, in three parts, is not just for Diversity and Inclusion leaders but for all leaders. It is about what you ‘do’ as a leader to create a socially inclusive culture and not who you ‘are’ as a leader.   * This session focuses on the power of effective communication including levels of listening and creating moments of connection during increased times of pressure, workload and secondary stressors. * We explore what can distort communication and the importance of attention * We will also consider the changes that virtual working has had on how we connect and communicate. * This session explores how people think, listen and connect in the context of now. It is grounded in psychology and provides tool and techniques to support you in your leadership.   Each workshop will last for 3.5 hours, with breaks, and we will use a variety of models and break-out techniques for you to explore challenges and barriers and develop a personal plan. This programme is not to teach you about ‘difference’ but to help you to lead with what makes us all unique and stronger together.  [Wednesday 26 January 9:30 am - 1:00 pm](https://midlands.leadershipacademy.nhs.uk/event/complete-leadership-series-leading-inclusively-mini-series-2/) |  | Managing meaningful conversation – making every conversation count is a component part of the Complete Leadership Series aimed at leaders who are new to line management or in the first year or two in a line management role. Participants are welcomed from clinical or non-clinical backgrounds to this 2-Hour online session which will:   * This session focuses on the power of effective communication including levels of listening and creating moments of connection during increased times of pressure, workload and secondary stressors. * We explore what can distort communication and the importance of attention * We will also consider the changes that virtual working has had on how we connect and communicate. * This session explores how people think, listen and connect in the context of now. It is grounded in psychology and provides tool and techniques to support you in your leadership.   [Tuesday 18 January 1:00 pm - 3:00 pm](https://midlands.leadershipacademy.nhs.uk/event/complete-leadership-series-making-every-conversation-count/)  [Wednesday 23 February 10:00 am - 12:00 pm](https://midlands.leadershipacademy.nhs.uk/event/complete-leadership-series-making-every-conversation-count-2/) | |  |  |  | |  |  |  | | **Complete Leadership Series – Leading conversations to build resilience** |  | **Coaching and Mentoring - CPD and Supervision** | | These are unprecedented times with conversations dominated by the impact COVID-19 has had on our already stretched systems. We are juggling work and personal lives that are more disruptive, stressful, and ever changing with often increasing demands. This 90-minute leadership session is for anyone who wants to know how to manage sensitive conversations in a way that will be supportive of their teams and colleagues when working under pressure.  What will be covered?   * Exploring factors that influence an individuals’ ability to manage the challenges of extreme pressure * Identifying ways to create a safe space for supportive conversations when dealing with individuals who are experiencing symptoms of stress/anxiety/depression/burnout * Discussing ways to provide feedback and support for staff experiencing symptoms of stress/anxiety/depression/burnout * Taking a personal perspective on how to maintain boundaries and look after yourself * Sharing learnings and discussing strategies to encourage staff to engage in support services when appropriate   [Wednesday 19 January 9:30 am - 11:00 am](https://midlands.leadershipacademy.nhs.uk/event/complete-leadership-series-leading-conversations-to-build-resilience/)  [Tuesday 01 March 9:30 am - 11:00 am](https://midlands.leadershipacademy.nhs.uk/event/complete-leadership-series-leading-conversations-to-build-resilience-2/) |  | 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:  [Upcoming Events – Midlands Leadership Academy](https://midlands.leadershipacademy.nhs.uk/events/category/coaching-mentoring/) | |
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| **Introduction to Leadership & Management** |
| Aimed at aspiring leaders taking their first steps in a management role and looking to build their leadership capability, it develops an understanding of the characteristics of effective leadership and management and the difference between them. Participants can apply to attend all five, half day, workshops in the series or choose those they feel relevant to their learning and progression**.**  **Module 1: Leadership, management and you**   * Develop a greater self-awareness through behavioural style testing, including Bolton and Bolton’s Behaviour Matrix and Goleman’s model of Emotional Intelligence and recognising our own strengths, weaknesses and ‘blind spots’ * Understand and evaluate the characteristics and differences of leadership and management * Explore the impact being a self-aware leader has on creating workplace culture.   [Wednesday 02 February 9:30 am - 12:30 pm](https://midlands.leadershipacademy.nhs.uk/event/introduction-to-leadership-management-module-1-leadership-management-and-you/)  [Wednesday 09 February 9:30 am - 12:30 pm](https://midlands.leadershipacademy.nhs.uk/event/introduction-to-leadership-management-module-1-leadership-management-and-you-2/)  **Module 2: Understanding your leadership style**   * Gain an understanding of different leadership styles * Examine your own natural style of leadership and how being flexible in our approach increases our leadership effectiveness * Explore situational leadership theory, including Hersey and Blanchard’s Situational Leadership Model * Practice coaching techniques to support effective leadership and development of others   [Tuesday 15 February 9:30 am - 12:30 pm](https://midlands.leadershipacademy.nhs.uk/event/introduction-to-leadership-management-module-2-understanding-your-leadership-style-2/)  [Wednesday 02 March 9:30 am - 12:30 pm](https://midlands.leadershipacademy.nhs.uk/event/introduction-to-leadership-management-module-2-understanding-your-leadership-style/)  **Module 3: What is inclusive leadership**  Embrace inclusive leadership through an understanding of unconscious bias and an appreciation of diversity, referencing best practice and linking to the NHS People Promise  Be introduced to compassionate leadership, exploring the work of Prof Michael West and how to develop a workplace where everyone feels valued, respected, and empowered to contribute  [Wednesday 16 March 9:30 am - 12:30 pm](https://midlands.leadershipacademy.nhs.uk/event/introduction-to-leadership-management-module-3-inclusive-leadership/)  [Tuesday 22 March 9:30 am - 12:30 pm](https://midlands.leadershipacademy.nhs.uk/event/introduction-to-leadership-management-module-3-inclusive-leadership-2/)  **Module 4: Conducting courageous conversations**   * Understand why we need to hold courageous conversations * Explore the skills that underpin effective communication to build confidence in having conversations that might have otherwise been avoided or seemed difficult * Are you really listening? Understand the importance of, and how to actively listen * Practise using coaching techniques and effective questioning and feedback to adopt a solution-focused approach   [Tuesday 29 March 9:30 am - 12:30 pm](https://midlands.leadershipacademy.nhs.uk/event/introduction-to-leadership-management-module-4-conducting-courageous-conversations/)  [Wednesday 06 April 9:30 am - 12:30 pm](https://midlands.leadershipacademy.nhs.uk/event/introduction-to-leadership-management-module-4-conducting-courageous-conversations-2/)  **Module 5: What is systems leadership?**   * Develop an understanding of systems leadership * Understand Covey’s Circles of Influence and Concern * Explore building and managing relationships through influencing, negotiating, and communicating beyond your team within the broader community of care   [Tuesday 26 April 9:30 am - 12:30 pm](https://midlands.leadershipacademy.nhs.uk/event/introduction-to-leadership-management-module-5-what-is-systems-leadership/)  [Wednesday 04 May 9:30 am - 12:30 pm](https://midlands.leadershipacademy.nhs.uk/event/introduction-to-leadership-management-module-5-what-is-systems-leadership-2/) |
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| **Equality Diversity and Inclusion** |
| As we enter 2022, it is a chance to reflect back but more importantly a chance to look to the future. How can we learn from the past but more importantly embrace the good, the diverse and the joy each of us being different brings to our lives, whether personally or professionally?  Our aim for 2022 is to take the lessons learned from 2021 and to take everything up a step (or two!) – to look at what we did well and build on it, to look at new and challenging ways to provide opportunities for all, to investigate our past data and see how we can reach under-presented groups, target diverse audiences and develop leadership skills for all. We also continue our pledge to raise awareness around EDI and will continue our mini one-hour sessions throughout the year along with our work with Networks and the valuable work they do across the region. How can we make EDI at the forefront of all we do in terms of ourselves as a team and in all of the work we do to ensure that in this year we can truly celebrate what it means to be a diverse workforce, to value our colleagues for the work they do and for the people they are.  **Visible Leaders Network – Start 2022 with a jump start to your leadership career - We are now recruiting new members!**  Try something new this year and join the Visible Leaders Network (VLN). This network is specifically focused on leadership and career progression and is aimed at Black, Asian and minority ethnic staff who wish to develop their skills along with networking opportunities.  We aim to offer   * A ‘safe place’ for those key conversations * A peer network community * Opportunities to explore and develop the skills you need for progression * Coaching and mentoring * Access to senior leaders for open discussions * Tools to leverage systemic change for BAME people * Topical leadership discussions * Opportunities to shape local leadership programmes * Opportunities to influence the future talent pipeline * Opportunities to make a positive difference to outcomes for service delivery   To **register** as a new member, go to our website [here](https://midlands.leadershipacademy.nhs.uk/our-offers/visible-leaders-network/).  Join other VLN members and come to the **Visible Leaders Network – NETWORKING IN LEADERSHIP IN ACTION EVENT** on the **14th February 2022** with a fantastic array of speakers and the chance to attend two masterclasses and details of what 2022 may hold. Details available upon membership.  **Other EDI events include: -**  **23rd February 2022 – In conversation with… Alexandra Coull and Laura Mills about Job Sharing and Flexible Working.**  Have you ever thought about job sharing and flexible working?  Join us for this interesting conversation with Alexandra Coull, Head of Business and Finance and Laura Mills, Director of Operational Finance – Midlands who both work within NHS England and Improvement for a look at how job sharing has worked for them in juggling busy careers and home lives. This one-hour virtual event provides a presentation and chance for questions and discussion to see how job sharing and flexible working might work for you.  For all information and to register for the above events please click [here](https://midlands.leadershipacademy.nhs.uk/events/). |
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| Talent Management |
| The regional talent team understand the significant pressure that our colleagues are facing with the new wave of Covid. For this reason, some of our events have been postponed. However, in some cases we have taken the decision to continue to hold the session as planned. This is because we feel that the session can potentially add value in the current context either because it helps to inform our people practice in terms of how we improve recruitment or retention of our teams or because it helps to support the health, wellbeing and motivation of our people. All sessions will be recorded where possible so that if you are unable to attend the live event you will still be able to access the content.  **Inclusive Talent Management Masterclass Series**  **Spotting, Nurturing and Developing Diverse Talent with Pearn Kandola – 19th January, 1:30 - 3:00pm**  Join us on the 19th January for this engaging, thought provoking and evidence-based session with guest speaker – Bailey Bell, Business Psychologist at Pearn Kandola. Bailey will provide an overview of proven ways of identifying diverse talent, how to develop and to build great performance from diverse talent. This will include facets of inclusive selection and onboarding, and the key factors in making this happen at the core of the vital recruitment process. Pearn Kandola are one of the world’s leading D & I specialists and are an organisation of business psychologists – established in 1984, with an impressive heritage of working with the world’s largest organisations across both private and public sector – including the NHS and Civil Service.  Click [here](https://midlands.leadershipacademy.nhs.uk/event/spotting-nurturing-and-developing-diverse-talent-with-pearn-kandola/) to find out more and register for the event. Please kindly share with your talent management/recruitment/HR/ED&I/OD leads.  **Midlands ICB Talent Management approach and offer of bespoke career management for leaders Impacted by ICS Transition**    ***Please feel free to cascade this offer to eligible colleagues (see eligibility criteria)***  Working in partnership with NHS Elect and the North West Talent team, we are pleased to offer a highly individualised package of support featuring;   * Confidential career coaching session with a senior leader who has previously served as a board leader * Mock interview practice and feedback session with a panel of 2 senior leaders who have previously served on NHS Boards. * CV review service – written feedback on how to enhance your CV * CV and Interview webinars with highly experienced facilitators   We know that individuals will be in different places in their career and aspirations may look different. Designed with flexibility in mind, individuals will be able select what would make the most impact whether it’s just to have a confidential coaching session about future career plans or to seek very practical expert advice and guidance on achieving career goals.  **Who is eligible?**  Priority places initially will be given to Midlands and North West based senior leaders who are likely to be affected by change following the confirmation of a statutory ICS executive/board-level structure. As cited in the HR framework, those affected are likely to include:   * ICS leads or accountable officers of a CCG * Director or executive level roles that report to the ICS lead, or to an accountable officer of a CCG * CCG governing body roles, as defined by the Health and Social Care Act 2012 and outlined in previous NHS Commissioning Board guidance including GP board members * Senior posts within NHS England and NHS Improvement functions that are expected to be the responsibility/function of an ICS in the future * Other senior posts within the system that may be expected to take on the responsibility/function of an ICS in the future (e.g. senior provider collaborative posts).   **How does it work and registering interest**  Interested applicants will need to complete the booking form providing their contact details, confirm they meet eligibility and to list their preferences. Applicants can pick from the menu of offers or access all of it depending on need.    **Click here to complete the booking form to register your interest:** [**https://forms.office.com/r/HyP6qe3uQJ**](https://scanner.topsec.com/?t=00acf9c38666be93cba1c94ac5c929de2ac1f65b&d=99&r=show&u=https%3A%2F%2Fforms.office.com%2Fr%2FHyP6qe3uQJ)  **What happens next?**  We will contact individuals as to the status of their application. If you have any questions about the offer, please contact the Northwest and Midlands talent team at [talent.nw@england.nhs.uk](mailto:talent.nw@england.nhs.uk).  **Our Award-Winning Team**  The Midlands Talent Team were delighted to be nominated for several awards in December as part of the 2021 NHSEI Divisional Engagement Talent and Leadership Awards. These included being nominated for Team of the Year award and the Midlands and Southwest Inclusive Talent Management Masterclass Series being nominated for Outstanding project/product award. Individual nominations included Anna O’Kane, Senior Regional Programme Lead for the “Behind the Scenes Wonder” and “Compassionate Leader” award and Faizah Mustafa, Project Manager shortlisted for the “Rising Star” award.  We are thrilled our very own Lyndsay Bunting, Head of Talent (Midlands Region) won Inspirational Leader 2021. “Not only does Lyndsay balance a busy and demanding home life with a challenging career but she is also such a powerful role model for our team – she speaks up when it’s easier to stay silent, is passionate and always backs the team. Thank you for being you Lyndsay”. Huge congratulations again to Lyndsay and the rest of the Midlands Talent Team. We look forward to even greater success in 2022! |
| **Health & well-being** |
| With the start of 2022 you might be looking to start something new, a diet, a fitness regime, a new hobby. You might also be setting goals for your career and learning.  There is a lot of support for staff looking to be their best version of themselves so if you have an idea of what you want to achieve but don’t know where to start, get in touch!  We’re also acutely mindful of those in our organisation who are experiencing burn out as a result of the ongoing demands placed on our systems from COVID-19. Speaking up and gaining support is a sign of strength and resilience. Reach out for support from those you trust and / or for internal support from NHS England visit this link: <https://www.england.nhs.uk/supporting-our-nhs-people/support-now/> |
| **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](mailto: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](mailto:midlands@leadershipacademy.nhs.uk?subject=Opt%20out%20of%20communications%20(please%20specify)" \o "Opt Out) from email communications at any time by emailing us. We will then remove you from our mailing list. |