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| Text  Description automatically generated  **Issue 14: February 2022**  ***Across the Midlands Region*** |
| Introduction |
| February 2022, the second month of the year already – usually considered to be the last month of Winter. We are starting to see longer days as the morning light comes earlier and night-time is that bit further away. We hope that much brighter days are coming for us all as we move steadily through 2022.  At the Midlands Leadership Academy we are starting to plan our offer to our NHS colleagues across the Midlands region for 2022/23 and we would really value your input into what we can do to help and support you. We appreciate that there is so much going on at the moment that this may not be a top priority; low numbers meant that we had to cancel our first stakeholder listening event due to be held this week, but we would really appreciate your help and there is still a chance to attend our two further sessions to assist us to build and shape your support offers for the future. If you cannot attend in person, please email us your thoughts to [midlands@leadershipacademy.nhs.uk](mailto:midlands@leadershipacademy.nhs.uk).  Sign up using the following links – everybody welcome:   * [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/)   Help us to equip you with skills that can help to enhance you and your teams. With your involvement we can ensure that our 2022/23 offer is fit for purpose and fully supports you, our Midlands NHS colleagues.  *Tell me and I forget. Teach me and I remember. Involve me and I learn* - *Benjamin Franklin*  We still have many offers open for bookings over the coming months and these can be found on the [events](https://midlands.leadershipacademy.nhs.uk/events/list/) page of our website and further on in this newsletter. In particular, we have many sessions of the popular Complete Leadership Series (‘CLS’) open for bookings for places in February and March 2022. CLS is aimed at Emerging Leaders: for those in front-line and operational management roles looking to improve and enhance their leadership capability.  We hope you enjoy the February 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). |
| Equality, Diversity and Inclusion |
| **Welcome to the NHS E/I Jewish Network**  This past year has seen the inception of a new **Jewish Network** for staff from NHS England and Improvement for anyone who identifies as Jewish, regardless of whether they are practicing, secular; Orthodox; Reform or of Jewish Heritage. We would really like to welcome the members of the Jewish Network and show them our support and we would also like to remember that the **27th January 2022** marked the **International Holocaust Memorial Day**, where we remember the six million Jewish people murdered during the Holocaust. The theme for this year is ‘One Day’.  **February is LGBT+ History Month**  As part of the yearly EDI calendar and to celebrate diversity and inclusion, it is important to recognise LGBT+ History Month which is from **1st to the 28th February.** Some of the ways in which we can do this are:-  **Be seen**: Communicate to all staff and highlight activities, local events, articles, and blogs. Display the logo above in either teams pages or in email signatures and around offices.  **Find out more:**Check out and attend any sessions or events, read any articles or blogs and take the time to research, and share your findings with others.  **Share experiences**: Write a blog on what LGBT History Month means to you, check out your local LGBT+ network and become an ally. Profile LGBT staff and share who your role models are and why.  Keep checking our events page for any LGBT+ related events you can attend throughout the coming months [here](https://midlands.leadershipacademy.nhs.uk/events/).  **Visible Leaders Network - We are now recruiting new members!**  The Visible Leaders Network (VLN) is a unique network that is specifically focused on leadership and is aimed at a specific audience, namely Black, Asian and minority ethnic staff who wish to develop and advance their leadership journey into senior level roles within the NHS. Because of this you can join the VLN if you are an NHS BAME employee working in the Midlands at Bands 3\* - 8a level.  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/).  *\*Band 3a may join if they have the written endorsement of their leadership role by their manager.*  On the **14th February 2022** we are also holding a **Visible Leaders Network – NETWORKING IN LEADERSHIP IN ACTION EVENT** for VLN members with a fantastic array of speakers and the chance to attend two masterclasses giving insights into future masterclasses planned for 2022.    For all information and to register for the above events please click [here](https://midlands.leadershipacademy.nhs.uk/events/). |
| Upcoming offers and programmes |
| |  |  |  | | --- | --- | --- | |  |  |  | | **Complete Leadership Series – Trauma Informed Leadership** |  | **Complete Leadership Series – Supporting growth through adversity** | | Trauma-Informed Leadership understands and appreciates the emotional impacts that people may be struggling with. These might be directly related to the pandemic, indirectly triggered by what has happened with Covid19, or may result from people’s wider life experiences. Trauma might include loss, grief, neglect, abuse, betrayal of trust, a sudden change in circumstances, pain or a sense of powerlessness. Approaching leadership with an understanding of trauma helps us see and treat others, and ourselves, with more empathy and compassion. It can also help recognise and protect against stress and burnout. This workshop will offer you:   * an understanding of what trauma is and how it can be experienced in many different ways and from very diverse perspectives * a practical toolkit to help you prepare, protect and care for yourself as a leader in the demanding months ahead * a safe space to explore what compassionate leadership means in practice * practical ways to model and create psychological safety in your teams   [Monday 07 February 9:30 am - 12:30 pm](https://midlands.leadershipacademy.nhs.uk/event/complete-leadership-series-trauma-informed-leadership-5/) |  | Supporting growth through adversity 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:   * Explore the psychology of now, focusing on what individuals, teams and organisations are experiencing in the current context * Discuss the resulting impact on individuals, teams and organisations * Positive growth through adversity models and how growth, learning and insight can be supported * Look at the importance of psychological transition and how you can apply the theories shared in the session in your leadership. * This session is grounded in the psychology of how people think, feel and behave. It will provide you will valuable insights and helpful tools to support you in your leadership as you continue to enhance your own self-awareness and your awareness of others.   [Wednesday 09 February 1:00 pm - 3:00 pm](https://midlands.leadershipacademy.nhs.uk/event/complete-leadership-series-supporting-growth-through-adversity/) | |  |  |  | |  |  |  | | **Complete Leadership Series – Relationships & connectivity, leading remote teams** |  | **Complete Leadership Series – Giving and Receiving Effective Feedback** | | This practical, 2-hour workshop will benefit people managers at all levels who have individuals/teams that are remote or hybrid working. The workshop uses a variety of virtual techniques such as breakout rooms, whiteboard, polls and chat, to ensure that participants are engaged throughout. Participants will leave with insight, tools and confidence to make any necessary changes.   * The workshop will focus on: * Leading in Changing Times * The Human Side of Change * Engagement v. Resistance * How to build Personal and Team Resilience   Remote Leadership – must haves:   * Personal Context, Set Up and Wellbeing * Connection & Communication * Tools & Technology * Style & Flexibility * Tips and techniques to help you lead effectively   [Wednesday 16 February 10:00 am - 12:00 pm](https://midlands.leadershipacademy.nhs.uk/event/complete-leadership-series-relationships-connectivity-leading-remote-teams/)  [Wednesday 23 February 10:00 am - 12:00 pm](https://midlands.leadershipacademy.nhs.uk/event/complete-leadership-series-relationships-connectivity-leading-remote-teams-2/) |  | Giving and receiving feedback is an essential part of any role, when done in the right way and with the right intentions, feedback can lead to outstanding performance.  Giving feedback is a skill. And like all skills, it takes practice to get it right.  This 90-minute leadership espresso has been designed to support you to give feedback constructively and effectively across difference, for example race, gender, sexuality and disability. Facilitating effective feedback conversations sessions will:   * Explore models for giving and receiving feedback * Consider the issues of giving and receiving feedback across difference, for example race, gender, sexuality and disability * Reflect on unconscious bias in the feedback process – barriers and enablers to effective feedback * Consider the art of non-violent conversation * Practice the skills of giving and receiving feedback   [Thursday 10 February 2:00 pm - 3:30 pm](https://midlands.leadershipacademy.nhs.uk/event/complete-leadership-series-facilitating-effective-feedback-conversations/) | |
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| **Intergenerational Leadership Masterclass (with keynote speakers David and Jonah Stillman)** |
| Father and son generational experts’, Jonah and David Stillman, will bring their expertise to inspire and bring meaningful insight into how generations connect and clash in todays’ workplace.  This masterclass will support you to:   * Be inspired to recognise opportunities for collaboration between generations * Build passion for celebrating and embracing differences * Develop skills in building connections across generations   This programme is aimed at advanced leaders within health and social care.  This is those in senior management roles who are looking to advance their leadership capability in and across care and health systems and communities, approximately Agenda for Change Bands 8a and above.  This offer is organised by the Midlands Leadership Academy but is open to all regions.  Please find a [flyer](https://midlands.leadershipacademy.nhs.uk/wp-content/uploads/sites/3/2021/12/Intergenerational-Leadership-Flyer.pdf) which you are welcome to circulate.  [Monday 14 March 2:00 pm - 3:30 pm](https://midlands.leadershipacademy.nhs.uk/event/intergenerational-leadership-masterclass-with-keynote-speakers-david-and-jonah-stillman/) |
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| **Talent Management** |
| **Midlands Talent Management Team Update**  *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.*  **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 * Interview webinars – our next interview webinar is scheduled for the **17th February, 9.30-10.30am** and you can register your interest on the booking form below   Feedback to date from leaders that have accessed this offer has been very positive with many commenting that the mock interview element in particular has provided them with the valuable preparation and feedback they need ahead of recruitment processes.  **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).  **Career Development Fundamentals Webinars – open to all NHS staff**  Would you like to enhance your CV, application writing and interview skills? Then our career management webinars could be just what you need!  This 90-minute webinar will cover the basic career management skills fundamentals for anyone who finds themselves at a career crossroads.  It will cover the following key themes:   * Writing a clear and effective CV/application * Approaching job interviews more confidently – tips and techniques * Practical advice and guidance on how to manage your career   The webinar will be presented by Darren Leech, Director at NHS Elect.  **Dates, Times and How to Book**  There are two dates scheduled and each session is the same in content so if interesting in coming along, please book on the best date for you.   * Thursday 24th February; 9.30am – 11.00am * Thursday 1st March; 11.00am – 12.30pm   Click [here](https://forms.office.com/pages/responsepage.aspx?id=kp4VA8ZyI0umSq9Q55Ctv4f_4tszqKtJmqrEfcvVutlUM1VYQUcwOExKNEg5OVdaS1E5U1Y1QThSMS4u) to book your place. The session will be recorded and made available shortly afterwards on our [Midlands Talent Management](https://future.nhs.uk/MidlandsTalentManagement/grouphome) NHS Futures platform.  **New dates for events**  Given the significant pressure on the service at this present time, most NHSEI talent management initiatives are now paused. This is to allow the service to focus on the most prominent challenges of staff sickness absence, Omicron and ongoing winter pressures.  Please find below new dates for our sessions:  **System Talent Review and Succession Planning Workshop**  Aimed specifically at those responsible for leading on talent review and succession planning activities, the purpose of this workshop is to consider the implications of implementing these activities in a systems context and to consolidate skills and knowledge required to do this successfully. This workshop will now take place on **Wednesday 13th April** over two x 2 hour sessions (held on the same day with a short break in between) and participants will be required to engage with some preparation activities. Click [here](https://midlands.leadershipacademy.nhs.uk/event/system-talent-review-and-succession-planning-workshop/) to book your place.  **Inclusive Talent Management Masterclass**  Our next masterclass: Spotting, Nurturing and Developing Diverse Talent with Pearn Kandola will take place on **Wednesday 27 April 1:30 pm - 3:00 pm**. 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. This session will be recorded for those who cannot make it.  **Community of Practice**  Our next Midlands Talent Management Community of Practice will take place on **Wednesday 4th May, 1:30pm – 4pm**; aimed at Talent Leads and Practitioners in the Midlands region. Click [here](https://midlands.leadershipacademy.nhs.uk/event/midlands-talent-management-community-of-practice-4/) to find out more and book your place.  Please continue to use the WhatsApp group and the Community of Practice [forum](https://future.nhs.uk/MidlandsTalentManagement/view?objectID=26205392) on the Midlands Talent Team Futures platform to keep in touch. 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. To join the WhatsApp group; please text your full name, job title and organisation to 07849 574 331.  Many thanks for your understanding and please do contact us if you have any concerns or questions at [aspire.togethermidlands@nhs.net](mailto:aspire.togethermidlands@nhs.net).  **New team member**  We are delighted to announce Tracy Leavesley has joined us as our new team administrator. She joins Lyndsay Bunting, Head of Talent, Anna O’Kane, Senior Programme Lead and Faizah Mustafa, Project Manager. |
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| Data Literacy & Leadership Research – can you help? |
| **Data Literacy is an essential skill for leaders.**  The Midands region and North-West region have been asked by NHS England to be the test sites for a new research project on data literacy.  Decision making by leaders competent in using data is vitally important to ensure that evidence-based interventions are implemented.  The move to Population Health Management to underpin decisions on strategy, investment, skills and workforce highlights the importance of data and the ability to commission research and use the evidence effectively.  The challenge is that not all leaders are equally data literate. Also, many of the data analysts are focused on processing data without the strategic context or link.  This research by the NHS Leadership Academy seeks to gain understanding and insights to support the development of analytical skills and knowledge in leaders within the health and care sector.  **We are asking:**   * **Data Leaders** (senior executives using data, and commissioners of data) for their experience and self assessment of their current data competency and literacy. * **Data Handlers** (analysts, researchers and data processors) for their feedback and comments on the current levels of data competency and literacy they experience in senior leadership.   **You can help by responding to one of these two surveys by February 25th**. All responses are confidential and all results consolidated and anonymised.  **Date Leaders:** [**https://www.smartsurvey.co.uk/s/DataLiteracy-Leaders/**](https://www.smartsurvey.co.uk/s/DataLiteracy-Leaders/)  **Data Handlers:** [**https://www.smartsurvey.co.uk/s/DataLiteracy-Handlers/**](https://www.smartsurvey.co.uk/s/DataLiteracy-Handlers/)  Thank you for your support in this. If you have any questions then please email: [data.literacy@innovas.co.uk](mailto:data.literacy@innovas.co.uk) . Innovas are completing this research on behalf of the NHS Leadership Academy. |
| Girls’ Network |
| **The Girls’ Network needs your help!**  Are you:   * Based in a West Midlands organisation? * Could you spare a bit of your time to mentor our leaders of the future? * Able to relate well to others? * Good at working through problems? * Committed and reliable? * Able to provide insight from your personal experiences?   Mentoring is a great way to show a teenage girl that you believe in her, and that she is worth investing time in. This is a powerful combination, and one that they have seen transform the lives of girls and young women again and again.  The Girls’ Network is looking for women who have had the experience of the workplace, who have time and willingness to support a girl from one of the least-advantaged communities across the country, and who want to support a girl to overcome obstacles and seize opportunities.  The Girls’ Network is particularly interested in receiving applications from women in underrepresented communities who are able to share their experience and skills with a girl that might not benefit from this support otherwise. Representation matters in mentoring, now as much as ever, and The Girls’ Network believes that no girls should have their futures limited by their gender, background, or parental income.  Time commitment expected **over 12 months**:   * 4 hour training session * A mentor matching event at a school close to your home or workplace. Approx 2 hours. * 10 x 1 hour sessions with your mentee (Once a month) * Ambassador Celebration event!   To [Apply to Mentor](https://scanner.topsec.com/?t=8f8cab41f290b6775eb5a19efe772357215ea0b5&u=https%3A%2F%2Fthegirlsnetwork.typeform.com%2Fto%2Ftw29EH&d=99&r=show) in the West Midlands please complete this form and take a look at our website. We will then be in touch with available training dates ready to meet your mentee during our next matching season. If you have any other friends/colleagues who may be interested please do pass on the information and my contact details. |
| **Health & well-being** |
| “Whether you think you can or whether you think you can’t, you’re right.”  Henry Ford  Have you ever stopped and listened to the way you are speaking to yourself and been surprised at the harshness and unkindness in the things you say even over the smallest of “mistakes”?  This month, why not take some time to reflect on your own inner monologue and mindfully begin to speak to yourself with kindness, compassion and self-belief. Our health and well-being may very well depend on it!  For further support from NHSEI in relation to your Health and Wellbeing visit: [NHS England » Supporting staff health and wellbeing](https://www.england.nhs.uk/nhsbirthday/work-well/supporting-staff-health-and-wellbeing/) |
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| **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)) from email communications at any time by emailing us. We will then remove you from our mailing list. |