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| Text  Description automatically generated**Issue 16: April 2022**  ***Across the Midlands Region*** |
| Introduction |
| *"April hath put a spirit of youth in everything."**-* William ShakespeareAssociated with springtime, April is the start of new beginnings and a time to bloom. We all enjoyed some lovely sunny few days across the country this week to give us all a boost and taste of the Summer months ahead, broken by a strange day of weather on 31st March 2022 with intermittent sunshine and snow/hail flurries! The new financial year is upon us and the team are currently devising our activity plan for 2022/23, keep an eye on our [events page](https://midlands.leadershipacademy.nhs.uk/events/list/) to view and book on to the upcoming new and refreshed offers available to you in this year – we also currently have spaces open on various interventions over the coming months, details of which you will see later on in this newsletter.Our annual review is with our designers as we speak, and we look forward to sharing it with you later this month to really highlight the excellent work we have completed with our NHS colleagues across the Midlands region over 2021/22 team – look out for this later in the month on our website; it will also be sent directly to stakeholders and colleagues who have signed up to our newsletter.The word April comes from the Latin word ‘aperire’ which means ‘to open’. This could mean many different and new things to everybody; the opening of new buds on the trees, the opening of the hay fever tablet boxes, the opening of new budgets for the start of the new financial year and a new quota of annual leave on ESR. Whatever the month means to you, we hope you have a happy, healthy and safe one. We hope you enjoy the April edition of our newsletter, please continue to ask your colleagues to sign up to our newsletter to ensure they are kept up to date with our new up and coming offers - sign up through our [website](https://midlands.leadershipacademy.nhs.uk/). |
| Equality, Diversity and Inclusion |
| Have a look on our events page for our upcoming programmes and events focussed around EDI – if you search equality and inclusion in the categories box at the top right on our events page you will see an array of events for which you can register (do double check the details) for example:-26th April 2022 – Empowering Women and the menopause“Being a healthy woman isn’t about getting on a scale or measuring your waistline. We need to start focussing on what matters – on how we feel, and how we feel about ourselves”.In this one-hour session 12.30 to 13.30, led by Jacqui McBurnie, it gives an understanding of what menopause is but also looks at women taking some of their ‘power’ back, the effects of imposter syndrome and the positive aspects and true power of women working within the NHS.To register on our website [here](https://midlands.leadershipacademy.nhs.uk/event/empowering-women-and-the-menopause/).Alongside this we are also holding Menopause Coffee and Chat sessions. These bi-monthly held sessions are available for any women wishing to come along and just have a chat with other NHS Colleagues also going through the menopause.Facilitated by Wendy Walker, this will be a drop-in session, offering a safe space and an opportunity to share experiences and support each other. Dates for these sessions are:-31st May26th July27th September29th NovemberFor more information see [here](https://midlands.leadershipacademy.nhs.uk/event/menopause-coffee-and-chat-2/)We would be happy to hold similar sessions for men or other under-presented groups going through the menopause so please do let us know if there is an interest.For all information and to register for the above events please look at our website [here](https://midlands.leadershipacademy.nhs.uk/events/). |
| Upcoming offers and programmes  |
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| **Primary Care Network Leadership Development Programme** |  | **PCN Clinical Director Professional Leadership Coaching Programme** |
| The course is designed to run over a series of 5 virtual workshops. The programme is further supported by access to a Learning Portal which will provide access to a wide range of tools and learning which will assist the delegate in establishing, developing, and driving a thriving PCN. The programme is suitable for Clinical Directors, Board Members, GP’s, Dentists, Pharmacists and ARRS roles.   Delegates joining the programme will: * Have a clear understanding of the senior leaders’ role in overall leadership and effective management of the organisation
* Understand how to inspire, influence, and build a high performing and effective team
* Be equipped with strategic leadership and management skills to enhance team performance
* Deepen your understanding of how to engage others and deliver change
* Enhance and develop your personal network of healthcare leaders
* Develop your self-awareness and emotional intelligence
* Improve communication throughout the network
* Understand your role in developing others

 Start dates:   [Cohort Three: 27 April 1000-1230hrs](https://midlands.leadershipacademy.nhs.uk/event/primary-care-network-leadership-development-programme-cohort-3/)  |  | A fully funded programme of 3 x 90-minute professional leadership coaching sessions, to support Clinical Directors [CDs] of PCNs working in the Midlands. The coaching is provided by Beyond Coaching and their Leadership Coaches.Coaching offers a confidential and supportive environment for Clinical Directors to:* Consider their own leadership style and challenges
* Focus on their Clinical Director leadership role
* Understand and lead change
* Explore collaboration and system working
* Clarify what it will mean to be successful and support the integration of the health and care system.
* Have the headspace to work through challenges and opportunities related to your leadership role.
* Reflect on and develop the collaborative, compassionate and inclusive leadership skills that are key to success.
* Increase personal insight, enabling you to build your confidence, build on your talents and play to your strengths.
* Increase understanding of personal resilience and how to deepen it.

[Applications close 25th April](https://midlands.leadershipacademy.nhs.uk/event/pcn-clinical-director-professional-leadership-coaching-programme-3/)  |
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| **PCN Masterclasses: Being a Champion for Diversity** |  | **Primary, Secondary and Social Care – Systems Leadership Series** |
|  Across the NHS expanding diversity in all areas remains a major challenge and is a key focus for the organisation moving forwards. Our subject expert will help you understand:* What is diversity? The psychology of bias
* What prevents the NHS achieving the diversity it needs?
* The role of a diversity champion
* Working with the Diversity Awareness Ladder
* Skills of mentoring someone from a different background
* How to make the most of a reverse mentoring relationship

[Thursday 14 April 10:00 am - 12:30 pm](https://midlands.leadershipacademy.nhs.uk/event/pcn-masterclass-being-a-champion-for-diversity/) |  | This series of four virtual masterclasses have been designed to support the development of ICS’s and PCN and are aimed at Primary, Secondary and Social Care Leaders. Our facilitator, Martin Fischer, will lead participants on an exploration of the move to systems thinking and working within the NHS, providing challenge, theory and opportunity for practice. Be prepared to be challenged, to interact and to be pro-active.* 12th May 2022 – Day One: Being
* 26th May 2022 – Day Two: Relating and Communicating
* 9th June 2022 – Day Three: Leading and Visioning
* 23rd June 2022 – Day Four:  Delivering – Innovation across the Systems

[Book here](https://midlands.leadershipacademy.nhs.uk/event/primary-secondary-and-social-care-systems-leadership-series/) |

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| **Health Inequalities by David Clutterbuck** |
|  This series of five masterclasses aim to equip leaders with an understanding of the issues, greater self-awareness and a practical toolkit they can apply as needed. Subject expert David Clutterbuck will be facilitating these sessions and they are designed to build on the learning and application from the previous one. Relevant pre-reading and post-reading materials, including self-diagnostic tools will be provided. **Being a Champion for Diversity** [Wednesday 04 May 2:00 pm - 4:30 pm](https://midlands.leadershipacademy.nhs.uk/event/health-inequalities-by-david-clutterbuck-being-a-champion-for-diversity/) **The leader as a developer of talent**[Thursday 05 May 1:00 pm - 3:30 pm](https://midlands.leadershipacademy.nhs.uk/event/health-inequalities-by-david-clutterbuck-the-leader-as-a-developer-of-talent/)**Creating high performance teams**[Thursday 12 May 4:30 pm - 7:00 pm](https://midlands.leadershipacademy.nhs.uk/event/health-inequalities-by-david-clutterbuck-creating-high-performance-teams/) **Courageous leadership**[Tuesday 13 September 4:30 pm - 7:00 pm](https://midlands.leadershipacademy.nhs.uk/event/health-inequalities-by-david-clutterbuck-courageous-leadership/)**The team leaders toolkit**[Thursday 15 September 10:00 am - 12:30 pm](https://midlands.leadershipacademy.nhs.uk/event/health-inequalities-by-david-clutterbuck-the-team-leaders-toolkit/) |
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| **Leadership Development**  |
| As the financial year draws to a close, we are in a period of reflection, as well as planning for 2022/23. We are in the process of gathering feedback from our providers about all the workshops we have run and asked for what we could do differently looking into the year ahead, here is a snapshot of what they had to say: * It’s been great to see the coaches keeping in touch after sessions (CPD & Supervision) and arranging practice between them, as well as supporting and signposting each other towards opportunities. (Boo consulting)
* Delegates were able to be open and candid in sessions, tapping into each other’s wisdom. (Hardacre)
* It’s encouraging to see people interacting actively in sessions as this is development rather than training, we wanted people to come away with questions to think about and that’s what they did. (Connect oxford)
* Responses to the workshops have been high, thought provoking and it is clear there’s lots that people have taken away from it. (Kingswood)
* People responded well to the virtual sessions, as it made them much more accessible without the worry about travel, time out of work etc and it meant they had the energy to engage. (Meercat consulting)
* We found sharing our own personal differences encouraged people to share theirs for a more inclusive and appreciative learning environment (QI consulting)
* There was a good mix of people from different roles and organisations which was worked well. Some people from the groups have begun practicing coaching with each other which has also helped with networking. (Sophie Norton)

And here’s some of the feedback from our delegates:* “I have learned That I'm a compassionate leader due to my empathic nature but there are areas that I need to reflect / work on around the push and pull. To understand the house of change from a wider team perspective was an interesting model. The question John raised: "what is like to be on the interesting one of you" made me reflect on a recent supervision experience and I will be following this up.”
* “I’ve learnt 4 new models to utilise during challenging times. My dominate voice is a connector, followed by creative and pioneer. How important it is to understand other people’s voices and how best to use them in a more engaging order. How important it is to create conversations/dialogue with a team during change and challenging times - this helps to avoid conflict. I've learnt which aspects of VUCA I find challenging and which ones I feel comfortable with. I've also learnt how I need to be if a colleague/person is showing their challenging aspect of VUCA”
* “The 5 models of behaviour are my key learning for today, I think it's a model that can be applied to lots of difference scenario's. Key feedback on the session: the most useful part for me is the role play element. Not the most comfortable but a real opportunity to practice, learn from mistakes, try to refine the skills and to observe and reinforce all the learning we've done”
* “It reoriented me to some core values and behaviours that are sorely needed in these times”
* “It has given great insights into how we communicate/lead different groups and how we use this to our advantage when trying to create change.”

Overall, our workshops have so far been rated as either Good or Excellent and delegates have said they would recommend to a colleague. We look forward to continuing to support our NHS people with our new offers in the next financial year, and if you have any ideas about what we should include please let us know at midlands@leadershipacademy.nhs.uk. |
| **Health & well-being** |
| **Spring is proof that there is beauty in new beginnings****— Matshona Dhliwayo**As we enter Spring, we start to see an increase in temperatures, flowers beginning to push through the soil and the evenings getting lighter – for many this season brings with it hope. Hope for positive change whether that’s in your work or home life. Equally, as some move into a positive place, finding the joy in spring let us also not forget those colleagues and friends who may be struggling with the recent increases in the cost of living, worried about loved ones living or fleeing Ukraine or other countries living in conflict. If you’re finding yourself struggling, whatever the reason, then please know that you’re not alone and reach out to those around you for support. NHS England and Improvement also provides health and wellbeing support here: [NHS England » Support available for our NHS people](https://www.england.nhs.uk/supporting-our-nhs-people/support-now/) |
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