|  |
| --- |
| Text  Description automatically generated**Issue 17: May 2022**  ***Across the Midlands Region*** |
| Introduction |
| May is named after the Greek goddess Maia; she is said to be the goddess of spring and embodied growth. Between Spring and Summer we see Maia’s love of growth in the fresh seasonal produce hitting our shelves, the smell of freshly mowed lawns and the waking up of the neighbours flower beds. It is also known as the month of love and success; represented by the birthstone emerald.May 2022 has many health awareness days; not only is it Time for a Cuppa 2022 held from 1st to 8th May– the perfect occasion to get together with colleagues, friends and family for a cuppa and some cake It is also Mental Health Awareness week from 9th and 15th May, an annual event hosted by the Mental Health Foundation to focus on achieving good mental health. May is also full of health related matters for the whole month:* **Maternal health month**: an illness that frequently goes unnoticed but affects 1 in 5 new mothers
* **National walking month**: to prevent heart disease
* **Action on stroke month:** to raise awareness of Strokes and their impact on sufferers, their friends and family
* **Big asthma bake month:** to help continue the fight against asthma
* **May measure month:** improving awareness of raised blood pressure #thebigsqueeze
* **Skin cancer awareness month:** to highlight the importance of protecting our skin and understanding the signs
* **National Smile month:** from 16th May to 15th June, raising awareness of important oral health issues

*"Try to be a rainbow in someone’s cloud." - Maya Angelou.*Keep a look at on our [events page](https://midlands.leadershipacademy.nhs.uk/events/list/) where you will find a variety of current and new interventions appearing over the comings week to help us to support you as our leaders and colleagues in the Midlands.We hope you enjoy the May 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 |
| As always EDI is a priority for anyone whatever their working lives and career aspirations. It is vital our leaders have a thorough understanding and knowledge on how to lead the diverse and multi-cultural teams that work within the NHS. We have a number of events throughout May which include: -**16th May 2022 – Empowering Women and the menopause -** 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-2/).**17th May 2022 – EDI Celebration Masterclass – Part 1** and **26th May 2022 – Part 2 (cohort 1)** – a programme of learning in two parts, to support the celebration of what diversity and inclusion can bring to the workplace, and the value a diverse workforce can bring. The focus is about how we inclusively lead our workforce by improving knowledge, understanding and developing skills.*What it means to be an ‘ally’ at work – supporting all colleagues and friends. To increase our cultural awareness and understand difference, to create an Inclusive workplace* *From exploring what is equality, diversity, inclusion and belonging?* *Why it is important and what legislation sits around E, D & I.**To looking at intergenerational teams and intersectionality and how we can create physiological safety within our teams to enable a sense of belonging for all?*This will also be repeated for a second **Cohort 2 for Part 1 on 28th July 2022** and **Part 2 on 9th August 2022.****To register** Cohort 1 – Part 1 - **17th May** [here](https://midlands.leadershipacademy.nhs.uk/event/edi-celebration-masterclass-part-1-cohort-1/) and Part 2 - **26th May** [here](https://midlands.leadershipacademy.nhs.uk/event/edi-celebration-masterclass-part-2-cohort-1/)Cohort 2 – Part 1 - **28th July** [here](https://midlands.leadershipacademy.nhs.uk/event/edi-celebration-masterclass-part-1-cohort-2/) and Part 2 – **9th August** [here](https://midlands.leadershipacademy.nhs.uk/event/edi-celebration-masterclass-part-2-cohort-2/)On the **31st May** we are 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  |
|

|  |  |  |
| --- | --- | --- |
|  |  |  |
| **Impact of Long-Term Health Conditions** |  | **Equally Healthy** |
|  Designed to support Primary Care Networks (PCN’s) and other health and care professionals working in population health, participants will build their knowledge and skills within this area as well as:* Develop skills in strategic planning for community based programmes for chronic long-term conditions and its implications on public health
* Inform health care workers, carers and family members who live or work with people with chronic condition in self-managements and self-care to bring about life-long change.
* To help people with long term chronic conditions regain their confidence, mobility, and return to exercise levels to improve and maintain their quality of life and functional independence
* To get guidance on how to re-navigate their way through the changes in the Health and Social Care system that have occurred post COVID

Topics to be covered within the session include perspectives on health (WHO, Public health and Allied Health); social determinants of health in relation to chronic health conditions and health promotion and self-care strategies in long term health conditions.[Friday 27 May 10:00 am - 12:30 pm](https://midlands.leadershipacademy.nhs.uk/event/impact-of-long-term-health-conditions-2/) |  |  Leading with compassion to reduce health inequalities in your community this session is designed to provide a practical approach to population health management and a unique insight of behaviour science on leading and managing change to address inequalities. By attending participants will gain:* A solid understanding of Population Health Management and how important it is as a concept to address inequalities
* An insight into the some of the behaviour science techniques that can help to make change project more successful.
* Fresh ideas and renewed confidence to tackle inequalities in their own communities in collaboration with others**.**

[Thursday 16 June 2:00 pm - 4:30 pm](https://midlands.leadershipacademy.nhs.uk/event/equally-healthy/) |
|  |  |  |
|  |  |  |
| **Mentoring Skills for Senior Leaders** |  | **Population Health Led Strategic Workforce Planning Masterclass** |
|  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. [Thursday 09 June 5:00 pm - 7:30 pm](https://midlands.leadershipacademy.nhs.uk/event/mentoring-skills-for-senior-leaders-cohort-19/) |  | The session will focus on key principles of a population health led approach to workforce planning in primary and community care. Examples of how this approach has been applied elsewhere will be shared and there will be opportunities for participants to engage in short exercises to enhance the learning experience.**At the end of the session participants will have:**1. A greater understanding of population health segmentation as it applies to strategic workforce planning
2. An understanding of how a strategic workforce planning framework can be used to set out an effective workforce plan for the future
3. Tools that can be used to do strategic workforce planning

[Wednesday 18 May 9:30 am - 12:00 pm](https://midlands.leadershipacademy.nhs.uk/event/population-health-led-strategic-workforce-planning-masterclass-3/) |

 |
|  |
| **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/)  |
|  |
| **GMTS Update** |
| The Graduate Management Trainee Scheme has been very busy over the past couple of months due to an attraction and recruitment campaign at National level for our September 2022 trainees.The Midlands’ region hosts 4 specialisms, Finance, General Management, Health Informatics and Human Resources and during the months of January/February we held ‘Information Sessions’ where our Organisations were invited to attend. This was to enable the organisations in Midland Region to apply using best practice to inform us on their offer to host a trainee and submit a successful bid for September 2022 intake. The input sessions were very well attended, and we were successful in getting all bids into us within the allocated time scales. We were very happy, to receive applications from 31 Organisations for a total of 80 Trainees, this was a fantastic response from the Midlands Region and demonstrates the desire and enthusiasm of our region to host GMTS trainees. Nationally and Regionally Managers and Co-ordinators have worked in collaboration and worked on the development of new and more robust platforms for the matching and dissemination of Trainees to organisations. This is a factor of GMTS always trying to improve and develop better ways of working and development. Whilst this was taking place, potential Trainees were applying to the National Team and going through rigorous assessments to be eligible for a place on the Scheme.Regionally the submitted bids have been scored and moderated and we have a potential 61 places that we could fill which is excellent and reflects the high standard of submitted bids from the region. We have now been allocated our Trainees from the National Team and we have been given 41 to match and allocate to places, which is unfortunately less than we could accommodate within the Midlands region. The assessment criteria involve various criteria, and many personal factors are considered to offer the Trainee the best fit in location and placement.We are currently matching Trainees to Organisations and will be ringing individual trainees and offering placements within the next week. This is a very exciting time in GMTS and allows the trainees to speak with the Midlands team and enables us to meet the trainee. Once they accept the placement, we then start Stage 2 and go back out to the organisations to ask for the finer details of Programme and Placement Managers and locations within the Midlands region for each placement.  Once this information has been gathered, both the Trainee and the Organisation are equipped with all information to plan and meet. Once all onboarding is complete, we look forward to welcoming all of our new Trainees for what will be a very busy 2 or 2.5 years according to specialism, and are excited to support the Trainees and Programme and Placement Managers along their journey to success. |
| **Health & well-being** |
| *[“Appreciation is a wonderful thing. It makes what is excellent in others belong to us as well.” ― Voltaire](https://www.google.co.uk/search?sxsrf=APq-WBvSKj-hiBFvnv_273kxqGz3-kM-ow:1650987800027&q=What+is+a+good+nurse+quote?&tbm=isch&source=iu&ictx=1&vet=1&fir=vFq4FKwRTtTniM%252CB6-U-Bnif9b0YM%252C_&usg=AI4_-kQzcXHA_zMAP-Kca4g8rjMxQzU2pg&sa=X&ved=2ahUKEwjxluXqiLL3AhWGT8AKHWF7BTYQ9QF6BAgvEAE" \l "imgrc=vFq4FKwRTtTniM).*Showing appreciation for one another is invaluable in creating a culture of harmony at home and in the workplace and this month we’d like to drawer your attention to the hard work of Nurses and Midwives across the world. The UK will be acknowledging the hard work of nurses with the International Nurses Day (12th May 2022) and International Midwives Day (5th May 2022). The day is observed to celebrate the vital role nurses and midwives play in our communities and hospitals working day and night to make the world healthy and support end of life care. For more information visit <https://www.rcn.org.uk/Get-Involved/Campaign-with-us/Nurses-Day> or <https://www.internationalmidwives.org/> |
| **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 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 from email communications at any time by emailing us. We will then remove you from our mailing list. |