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| Text  Description automatically generated  **Issue 19: July 2022**  ***Across the Midlands Region*** | |
| Introduction | |
| On the 8th June 2022 we saw the announcement of the [Messenger Review of Leadership in health and social care](https://www.gov.uk/government/publications/health-and-social-care-review-leadership-for-a-collaborative-and-inclusive-future/leadership-for-a-collaborative-and-inclusive-future#foreword-from-general-sir-gordon-messenger) – a report that highlight the importance of leadership across health and social care and builds upon the wonderful leadership already happening within our NHS. Our very own Head of Leadership and Lifelong Learning in the Midlands, Dr Clare Price-Dowd, played a significant part of the working group with General Sir Gordon Messenger, Dame Linda Pollard and the team to pull this impactful report and recommendations together and we look forward to supporting the implementation of the review.  As we know the [Health and Care Act 2022](https://www.gov.uk/government/news/health-and-care-bill-granted-royal-assent-in-milestone-for-healthcare-recovery-and-reform) completed the parliamentary process and received Royal Assent on 28th April 2022. This signified the milestone that meant the Integrated Care Systems, of which the Midlands has 11, were placed on a statutory footing from 1st July 2022. The Health and Care Act 2022 gave Integrated Care Systems legal status with new powers and responsibilities, enabling services to work closer together to improve health and care needs. Collaborative working has been underway for many years; this informative Kings Fund video gives detail of the ongoing work for joined up care [How does the NHS in England work and how it is changing?](https://www.youtube.com/watch?v=blapgFKXv0I)  At the Midlands Leadership Academy, we continue to work closely with the leads within our 11 Integrated Care Systems, and our newly formed Integrated Care Boards, to support ICS formation and the new leadership teams working to drive elective recovery and transformation.  You will see on our website that we have started to release details of our support offer for 2022/23 and we are requesting expressions of interest to gain your interest in our interventions once dates are released. Our work plan has been developed by listening to our stakeholders across the region and continues to support our NHS colleagues across our four key leadership areas:  **Aspiring:** ​For those looking to take their first steps into a management role and build their leadership capability ​  **Emerging​:** For those in front-line and operational management roles looking to improve and enhance their leadership capability ​  **Established​:** For those who are experienced managers and are looking to establish themselves in senior leadership roles​  **Advanced​:**  For those in senior management roles who are looking to advance their leadership capability in and across care systems and communities.  We hope you enjoy the July edition of our newsletter, please feel free to contact us with any suggestions that could make our newsletter even better for you at [midlands@leadershipacademy.nhs.uk](mailto:midlands@leadershipacademy.nhs.uk). And 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 | |
| **The 10000 Black Interns Project**  10,000 Black Interns Project seeks to offer 2,000 internships each year for five consecutive years. They have partnered up with firms from 24 different sectors, delivering internships across a range of internal business functions.  Each internship offered presents the opportunity to change a life. Each interview offered provides invaluable experience and each training session can genuinely change an individual’s trajectory.  **The NHS Midlands**  On the 13th June the Midlands welcomed 14 interns from the 10,000 black interns project. The interns are strategically placed over the Midlands area and have a Placement Manager to guide and assist them with the program of experience for a 6 week period  **Below is the plan and path an intern will experience.**   * A virtual welcome event to introduce them to the NHS and other Interns * Daily support from a placement manager * Weekly support from a trainee support manager * 6-week plan for personal objectives from the internship agreed with placement manager * Opportunity to complete the new NHS Edward Jenner - foundations in Leadership and Management online programme (15 hours) * Have a senior leader mentor from the organisation * A feedback session on experience at the end of 6-weeks with the senior mentor * Access to a cohort of other NHS interns for peer support and making connections. * Webinar introducing them to the application process for GMTS with tips on how to prepare and succeed in the application process   The GMTS Team and alumni will be linking up with the interns in the next couple of weeks to discuss possible career opportunities and develop networking opportunities for the interns. | |
| 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.  [Monday 12 September 10:00 am - 12:30 pm](https://midlands.leadershipacademy.nhs.uk/event/impact-of-long-term-health-conditions-7/) |  | 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 15 September 2:00 pm - 4:30 pm](https://midlands.leadershipacademy.nhs.uk/event/equally-healthy-2/) | |  |  |  | |  |  |  | | **In Conversation with… Denise Bowers sharing her experiences of IVF, miscarriage and beyond** |  | **10 Things I have learnt about EDI in my Career by Amber Sorrell** | | Denise is going to share her experience with IVF, miscarriage and beyond, and how we can support our colleagues to break down barriers in allowing people to seek support. She is passionate about how we can use lived experiences to learn from each other and how to be a more understanding colleague and friend.  [Thursday 21 July 12:30 pm - 1:30 pm](https://midlands.leadershipacademy.nhs.uk/event/in-conversation-with-denise-bowers-sharing-her-experiences-of-vf-miscarriage-and-beyond/) |  | Amber covers her career journey, what led her into this area and the key lessons she has learnt with humour.  She gives key **hints and tips** that everyone can take forward to help embed a more inclusive working environment, wherever they are.  [Thursday 11 August 12:30 pm - 1:30 pm](https://midlands.leadershipacademy.nhs.uk/event/10-things-i-have-learnt-about-edi-in-my-career/) | | |
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| **EDI Celebration Masterclass** | |
| Available to all, we are excited and proud to offer a programme of learning, 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.   * 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? * 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. * For you to explore things we can do to Lead with an inclusive lens and much more.   [Part 1 - Thursday 28 July 9:30 - 12:30](https://midlands.leadershipacademy.nhs.uk/event/edi-celebration-masterclass-part-1-cohort-2/)  [Part 2 - Tuesday 9th August 9.30-12.30](https://midlands.leadershipacademy.nhs.uk/event/edi-celebration-masterclass-part-2-cohort-2/) | |
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| **GMTS Update** | |
| It has been a busy few months for the Graduate Management Training Scheme as we prepare for our new intake of trainees in September.  We have allocated a fantastic total of 44 trainees to placements across the region, from Staffordshire in the north to Northamptonshire in the south, Lincolnshire in the east and Herefordshire in the west and everywhere in between. The diverse geographical nature of our region offers a rich array of placements for the trainees, which means we have been able to place more trainees than ever before.  Once again, organisations in the Midlands have worked hard to offer high quality placements that prepare our new trainees as future leaders of the NHS, providing valuable experience as they embark on their exciting leadership journeys on the scheme.  Over the coming weeks we will be working closely with GMTS Programme and Placement Managers to prepare them for supporting their trainees from September as well as connecting our trainees with their placements as we look forward to welcoming them to the region fully in September. | |
| **Talent Update** | |
| **Community of Practice**  Our next Midlands Talent Management Community of Practice will take place on Tuesday 12th July 2022, 2pm – 4pm; aimed at Organisational and System Talent Leads and Practitioners in the Midlands region. Click [here](https://midlands.leadershipacademy.nhs.uk/event/midlands-talent-management-community-of-practice-5/) 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.  **Executive Director Pathway talent scheme for aspiring executive leaders**  The Executive Director Pathway is an inclusive talent scheme which aims to support aspiring executive leaders progress in their careers through a series of targeted development opportunities. The scheme, aimed at those deemed ready for an executive role within the next 12-24 months, focuses on preparing participants for any of the following roles, or equivalent in an NHS provider organisation:   * Executive Director of Nursing/Chief Nurse * Medical Director * Chief Operating Officer * Executive Director of Finance * Director of Workforce/Human Resources/People   The Executive Director Pathway, much of which is self-directed learning, is tailored to individual participants’ needs and their level of readiness to undertake an executive director role. The scheme is fully funded with cohort 2 being planned to start in Autumn 2022.  **To register your interest in the programme, please** [**click here**](https://www.leadershipacademy.nhs.uk/executive-director-pathway-2/executive-director-pathway-register/)**. Registrations will close Monday 11 July 2022.**  If you have any further questions, please contact [**england.talentpipeline@nhs.net.**](mailto:england.talentpipeline@nhs.net) | |
| **Other Offers** | |
| **[Mary Seacole](https://www.leadershipacademy.nhs.uk/programmes/mary-seacole-programme/?utm_source=email&utm_medium=EOI&utm_campaign=region_a)** **and** [**Rosalind Franklin**](https://www.leadershipacademy.nhs.uk/programmes/rosalind-franklin-programme/eligibility?utm_source=email&utm_medium=EOI&utm_campaign=region_a) **programmes**  [Mary Seacole](https://www.leadershipacademy.nhs.uk/programmes/mary-seacole-programme/?utm_source=email&utm_medium=EOI&utm_campaign=region_a) is ideal for health and care staff in a first-time leadership role with responsibility for people and services. The programme has been designed in partnership with global experts, recently refreshed and delivered by experienced facilitators to develop your knowledge and skills in leadership and management.  [Rosalind Franklin](https://www.leadershipacademy.nhs.uk/programmes/rosalind-franklin-programme/eligibility?utm_source=email&utm_medium=EOI&utm_campaign=region_a) is perfect for clinician or manager leading from the middle of health and care systems, aspiring to lead large and complex programmes, departments, services or systems of care. This programme will support you to become an outstanding innovator, leaders, and team member to help improve services for people and communities that access them.  Both programmes have been designed for staff working in health and care, making the leadership learning tailored for NHS colleagues.  **Please note that all cohorts will run virtually. However, where possible please apply for the cohort in the Midlands. This is to support future cohort networking.**  Find out more about the [Mary Seacole](https://www.leadershipacademy.nhs.uk/programmes/mary-seacole-programme/?utm_source=email&utm_medium=EOI&utm_campaign=region_a) and the [Rosalind Franklin](https://www.leadershipacademy.nhs.uk/programmes/rosalind-franklin-programme/eligibility?utm_source=email&utm_medium=EOI&utm_campaign=region_a) programmes.  **Individual and Line Manager’s Toolkits**  The **‘**[**Individual and Line Manager's Toolkits’**](https://scanner.topsec.com/?d=99&r=show&u=https%3A%2F%2Fbit.ly%2F3QIwH3t&t=31d1c03400652f231afa021e31650127bfbbeecd) which  have been created in conjunction with NHS Employers, the NHS Staff Council and Timewise. The line manager’s guide offers support in how to lead a flexible team, helping managers to put structures and processes in place to support and encourage a flexible workplace for all. The guide for individuals will help prepare staff for positive conversations to make requests about flexible working and can support the best chance of agreeing a solution that works for them, their team and their organisations.   Please encourage your HR & OD colleagues, line managers and team leaders to make use of this useful resource as to improve our flexible working options across the system. If you could share this [tweet](https://scanner.topsec.com/?d=99&r=show&u=https%3A%2F%2Ftwitter.com%2Fpeople_nhs%2Fstatus%2F1539926242325061633%3Fs%3D20%26t%3DUje-0CKYUXA_gYyjp9ERGw&t=1b40f5172168ab2e91f52303c04d602ae8b73207) through your personal and professional networks it would be much appreciated.   By providing our workforce with a variety of options to work flexibly, through a  suite of tailored interventions we can look improve the experience of working in the NHS for everyone. We hope this provides you with some great new tools to support your work too embed flexible working in your organisation and the wider NHS.  **System Support Offer June 22**  A menu of support offers for ICS development is currently being created by the national System Support team in the System Transformation directorate. However, this document contains a summary of the offers we are aware of that currently exist and is an updated version of the paper from May 2022 which only outlined offers for senior leaders and executives. Find it [here.](https://midlands.leadershipacademy.nhs.uk/wp-content/uploads/sites/3/2022/07/System-support-offer-June-22.docx)  **Foundations in System Leadership: Collaborating for Health and Care**  Foundations in System Leadership; Collaborating for Health and Care, is open to all colleagues working in health, care, local authorities and voluntary sector partnerships, who have a desire to improve the way they collaborate across organisational, professional and hierarchical boundaries to design and deliver better health outcomes for the communities they serve.  **This programme will be ideal for you if you:**   * Would like to know more about working across organisational boundaries * Want to understand what system leadership and systems thinking means and how you can practically apply these to your work * Are passionate about improving healthcare and wellbeing outcomes for your local population * Think that system leadership is the way forward and you want to increase your ability to practice it confidently * Are wondering if systems leadership is just the latest buzz word and want to understand what it’s all about   Find out more [here.](https://midlands.leadershipacademy.nhs.uk/wp-content/uploads/sites/3/2022/07/NHS-LA-Foundation-in-System-Leadership-eBook-FINAL.pdf)  **The programme is accessible here:**  [www.leadershipacademy.nhs.uk/systems-leadership](http://www.leadershipacademy.nhs.uk/systems-leadership) | |
| **Health & well-being** |
| With the summer months now upon us we can enjoyer lighter and hopefully warmer days. This gives us more time to get out into nature and spend time in green and blue spaces. Green spaces, such as woods, meadows and parks and blue space such as rivers, lakes and sea.  What better way to do this by enjoying a Picnic – In the UK July in National Picnic Month    The month of July also celebrates UK National BBQ week on the 4-10th (Please BBQ responsibly and respect local guidance) and National Love Parks Week 23rd – 31st July, giving lots of incentive for enjoying the great outdoors.  *But why is being in nature, spending time in green and blue spaces such a good thing to do?*  There is growing recognition and increasing scientific evidence that the natural environment is important for improving our mental and physical health. Expose to green and blue spaces have been linked to improvements including reduction in cortisol, blood pressure, cholesterol and interaction with nature can help [people experiencing depression](https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3393816/). A report commissioned by WHO found:   * In general, most green space types yielded positive effects on both short-term and long-term mental health outcomes. * With few exceptions, most green space types also yielded beneficial effects on perceived stress, restorative outcomes and severity of mental disorders. * Among blue spaces, benefits of the coast on positive mental health and physical were found across all studies. Although the outcomes were less clear for inland waters   So, if your old or young, fit as a fiddle or experiencing health conditions green and blue spaces; woods, meadows parks, lakes rivers and sea could help you feel better and improve your health, what better way to spend time outdoors than enjoying the view and the UK summer with a picnic this July. |
| **Contact us** | |
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