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| Text  Description automatically generated  **Issue 20: August 2022**  ***Across the Midlands Region*** |
| Introduction |
| It is August already, the eighth month of the calendar year and officially the last month of the Meteorological summer – the long days are starting to shorten however the lovely blue skies and warm weather are set to continue for some weeks yet. For many it is time for school holidays and annual leave of our NHS colleagues, a time for rest and recovery.  Annual leave is wholly important to provide health and wellbeing for all; it assists to achieve good mental and physical health for individuals. Here we remind you of tools and guidance to help support your health and wellbeing:   * <https://www.england.nhs.uk/publication/nhs-health-and-wellbeing-framework/> * <https://www.nhs.uk/live-well/> * <https://www.nhsprofessionals.nhs.uk/health-and-wellbeing>   Find time to take your annual leave and flexible time to enjoy something that resonates with you – it may be a walk, a coffee with friends, a workout at the gym, visiting family or a day at the spa; take time to recharge and be good to yourself.  *“Every person needs to take one day away.  A day in which one consciously separates the past from the future.  Jobs, family, employers, and friends can exist one day without any one of us, and if our egos permit us to confess, they could exist eternally in our absence.  Each person deserves a day away in which no problems are confronted, no solutions searched for.  Each of us needs to withdraw from the cares which will not withdraw from us.” ― Maya Angelou*  We hope you enjoy the August edition of our newsletter and some well-deserved rest, 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 |
| **August 2022 – Let’s celebrate Equality, Diversity and Inclusion**  Over the past couple of months, we have been holding several **EDI Celebration Masterclasses** which have all been very well attended.  EDI is about people and the differences between us. It’s about understanding each other and our lived experiences, being aware of the differences in our families and where we come from, and from our histories and how far we have come.  It’s **celebrating** how by mixing us altogether the richness each of us bring to the table and, appreciating the knowledge and skills we have and the excitement of getting to know each other on a much deeper level.  It’s being curious about each other and understanding who each of us really are.  The world if full of exciting people and places and there is so much for us to explore, get to know and understand!  **EDI Events held in August**  **9th August – EDI Celebration Masterclass – Part 2**  Although this is part 2, it is a stand-alone session and is available to all. We are excited 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.  There are only a few places remaining so to register click [here](https://midlands.leadershipacademy.nhs.uk/event/edi-celebration-masterclass-part-2-cohort-2/).  **Comments from previous Masterclasses**  ‘Excellent programme well delivered’  ‘Absolutely brilliant - thank you. Really looking forward to part 2’  ‘Awesome programme and looking fwd for part 2.’  ‘Thank you; I will think, chat and act on what I have learned today.’  ‘My biggest take away is the activity. I am going to apply it to my team - useful session.  Thank you all’  **We are also delighted to be holding:**  **11th August – 10 Things I have learnt about EDI in my career**  Join us as EDI expert, Amber Sorrell outlines her career journey and what she has learnt about diversity and inclusion along the way. She gives us key hints and tips that everyone can take forward and help embed a more inclusive working environment wherever they are. To register click [here](https://midlands.leadershipacademy.nhs.uk/event/10-things-i-have-learnt-about-edi-in-my-career/).  For all information and to register for the above events please look at our website [here](https://midlands.leadershipacademy.nhs.uk/events/).  Below is a selection of key dates, awareness raising days and events, for the month of **August**, which reflect the diverse population of our staff.  August Health and Safety Month  6 August Transfiguration (Christian)  6-7 August Fast of Tisha B’Av (Jewish)  7-8 August Ashura (Muslim)  11 August Raksha Bandhan (Hindu)  18 August Krishna Janmashtami (Hindu)  27-30 August Manchester Pride  30 August Ganesh Chaturthi (Hindu) |
| 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/) | |  |  |  | |  |  |  | | **Having Conversations about Mental Health in the Workplace** |  | **10 Things I have learnt about EDI in my Career by Amber Sorrell** | | Wellbeing expert, Amber Sorrell, gives tangible help and advice on how to approach conversations about mental health in the workplace.  Amber covers what mental health actually is, why it is important for businesses to consider and the difference between burn out and rust out.  She advocates for a person centric approach and has a unique toolkit to aid these conversations, developed from her time as a detective in law enforcement.  [Wednesday 05 October 12:30 pm - 1:30 pm](https://midlands.leadershipacademy.nhs.uk/event/having-conversations-about-mental-health-in-the-workplace/) |  | 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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| **Expression of Interests** |
| [**Techniques to embed Population Health Management approaches in day-to-day work**](https://midlands.leadershipacademy.nhs.uk/event/coming-soon-techniques-to-embed-population-health-management-approaches-in-day-to-day-work-eoi/)  **Objectives of the session**   * Learn about the core PHM capabilities – Infrastructure, Intelligence, Interventions, and Incentives – to support maturity in line with the PHM Maturity Matrix * Behaviour science approach addressing health inequalities and patient and public involvement * Tacking digital poverty, fuel poverty, language barriers and health inequalities in access health service     [**Population Health Management and Strategic Workforce Planning**](https://midlands.leadershipacademy.nhs.uk/event/coming-soon-population-health-management-and-strategic-workforce-planning-eoi/)  **Objective of the session**   * Understand the impact of strategic workforce planning in tackling health inequalities and how Population Health Management can be an asset in effective workforce planning * Ensure participants/workforce have the skills and leadership that meet their population health needs * Improve understanding of population health management information     [**Population Health Management and Health Inequalities**](https://midlands.leadershipacademy.nhs.uk/event/coming-soon-population-health-management-and-health-inequalities-eoi/)  **Objective of the session**   * Understand the meaning, and content of population health approaches in the context of system or ICS * Explore global population health management approach across African, Asia, Europe, and America in the context socio-economic global trends i.e., Covid, Ukraine Crisis, Climate Change * Identify local, regional, and national opportunities for improving population health and evidence-based approaches (best practice). * Understand the role of system to challenge their approach toward population health |
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| **Talent Update** |
| **Midlands and East Executive Talent Scheme**  The Midlands and East Executive Talent scheme (MEET) aims to develop a diverse talent pool of individuals who can be appointed into executive level placements in NHS organisations across the region, on either a stretch assignment or secondment basis. This will be managed by NHS IMAS and the Midlands and East regional talent teams to facilitate a successful assignment for both recruiting organisations and talent pool members.    The scheme offers organisations the ability to access a pool of talented individuals who are either operating at director level currently, or are ready to step up as part of their career progression. Organisations submit their interim executive vacancies, band 8d and above, to the Midlands and East Executive Talent scheme and NHS IMAS support the matching and placement of suitable, high calibre candidates.  If you have an interim vacancy and would like to discuss your requirements, please email [**MEET.scheme@leadershipacademy.nhs.uk**](mailto:MEET.scheme@leadershipacademy.nhs.uk) with ‘MEET scheme vacancy’ in the subject line.    **Community of Practice**  Thanks to everyone who joined us last month at our fifth Midlands Community of Practice where we engaged in discussion on system working and Succession Planning. We hope you found the session useful. Slides from this session and previous sessions 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.  Please follow the instructions below to join:   1. If you do not have a FutureNHS login, please create an account using this link: [**FutureNHS platform**](https://future.nhs.uk/system/login) 2. Once your account is created, please click this direct link to our workspace and request to join: [**Midlands Talent Management - FutureNHS Collaboration Platform**](https://future.nhs.uk/MidlandsTalentManagement/grouphome)   Our team will then receive a notification and will process your request to join. Here you can also access our Midlands Community of Practice forum where you can join and continue active discussions from the sessions as well as post questions, ideas and thoughts. We also have a WhatsApp group to help our Community of Practice stay in touch and continue conversation outside of the sessions. If you would like to join; please text your full name, job title and organisation to 07849 574 331.  We will be in touch with details on our next session and how you can register.  **New team members**  Our team has expanded! We are delighted to be joined by:  Heather Wilby; Senior Regional Programme Lead,  Bianca Campbell, Project Manager for Scope for Growth and  Racheal Naa Ayele Commodo, Team Administrator.  They join current team members; Lyndsay Bunting; Head of Talent, Anna O'Kane; Senior Regional Programme Lead and Faizah Mustafa; Project Manager. |
| **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) |
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