

Systems Leadership Development Offers



Systems Leadership Development Offers

At NHS England, we are committed to empowering leaders at every stage of their careers to drive excellence in health and care. Our **Systems Leadership Development Offers** are tailored to equip new and experienced leaders with the skills and confidence needed to navigate the complexities of modern healthcare and create long-lasting and positive change.

We understand that effective leadership means collaboration across sectors, so our programmes are accessible to NHS staff and those working in local authorities, the voluntary sector, and partner organisations. Explore our flexible, online learning options through the **Leadership Learning Zone (LLZ)** or delve into system-wide leadership with our **Systems Leadership Approach Programme**.

Our programmes are designed to help *everyone* in the NHS discover their full leadership potential and achieve the highest standards in health and care.



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Foundations in System Leadership; collaborating in health and care.



A programme for people working in health and care who want to improve their collaboration across organisational and professional boundaries to design and deliver better health outcomes.

[Find out more about the programme](#)

Who it's for? All staff working in health, care, local authorities, the voluntary sector and other partner organisations	Cost: Free to access	Duration: 5 weeks, taking approx. 5 hours per week.
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[Self-Assessment] System Leadership Behaviours



The System Leadership Behaviours Self-Assessment has been designed as a multi-functional development tool to support all leaders working across a system or place-based environment with self-reflection and assessment. It will help individuals identify their strengths, areas for development and personal readiness for System Leaders.

[Find out more about the programme.](#)

Who it's for? All staff working in health, care, local authorities, the voluntary sector and other partner organisations	Cost: Free to access	Duration: 35 minutes
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The Systems Leadership Approach Programme



We plan to launch the Systems Leadership Approach Programme in 2025. For updates, please subscribe to our newsletter and check our website. The **Systems Leadership Approach Programme** is tailored for senior leaders in complex health and care systems. This virtual training programme will equip leaders with advanced strategies to foster collaboration, navigate system-wide challenges, and drive sustainable organisational transformation. With a focus on integrated leadership and the development of cross-sector partnerships, this programme offers a unique opportunity to enhance your leadership impact at the highest level.

[Find out more about the programme.](#)

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Who it's for?

All staff working in health, care, local authorities, the voluntary sector and other partner organisations

Cost:

Free to access

Duration:

5 x 3 hour sessions

Coaching and Mentoring Hub



Are you new to coaching and mentoring and want to know more? Watch the video above!

Coaching and mentoring is an inclusive offering available to all professions within the NHS and social care, irrespective of pay grade, clinical and non-clinical roles. Whether you are leading an organisation, heading up a service, managing a team or leading yourself and colleagues, coaching or mentoring can support you on your leadership journey.

You can find the details on how to register on our [coaching and mentoring hub](#).

Who it's for?

All staff working in health, care, local authorities, the voluntary sector and other partner organisations

Cost:

Free to access

Duration:

1-6 sessions

Leadership Learning Zone (LLZ)



The LLZ is a flexible e-learning resource that interactively explores key areas of leadership development. It is equally relevant to learners who are just starting their careers and experienced managers who want to consolidate their leadership capabilities.

The LLZ is freely available to anyone working in health, care, local authorities, the voluntary sector and other partner organisations. To register an account, please visit <https://leadershipnhs.uk>.

Who it's for?

All staff working in health, care, local authorities, the voluntary sector and other partner organisations

Cost:

Free to access

Duration:

Approximately 30 to 60 minutes per module

Leadership Learning Zone (LLZ) - continued



1. Systems and Relational Leadership

The **Systems and Relational Leadership** modules equip leaders with the skills to work effectively across boundaries in health and care. The **Introduction to Systems** module lays the foundation by exploring the basics of systems working, making it ideal for those new to the concept. **Working with Complexity** and **Leading in Complexity** provides practical tools and insights to help leaders navigate the inherent challenges of complex systems, offering strategies for addressing uncertainty and dynamic change. For leaders focused on collaboration, **Collaboration - Keys to Success** provides essential approaches to fostering successful teamwork across diverse sectors.

These modules are available on LLZ - Please visit <https://leadershipnhs.uk>.

Leadership Learning Zone (LLZ) - continued



2. Leading Transformation for Integrated Care

The **Leading Transformation for Integrated Care** modules are designed to help leaders drive positive change within integrated care systems. **Who Leads in a System?** explores the unique challenges of leading across boundaries and helps participants understand their role in a system-wide context. **Improving the Health of Our Local Communities** focuses on delivering real value and outcomes for patients and communities, emphasising population health leadership. **Collaborating Within Your Neighbourhood/Place** offers insights into working with local communities and statutory partners, helping leaders foster meaningful, place-based partnerships. **Rethinking Recovery - A Systems Perspective** provides strategies for leading recovery efforts after a crisis, making it particularly relevant in today's healthcare environment.

These modules are available on LLZ - Please visit <https://leadershipnhs.uk>.

Leadership Learning Zone (LLZ) - continued

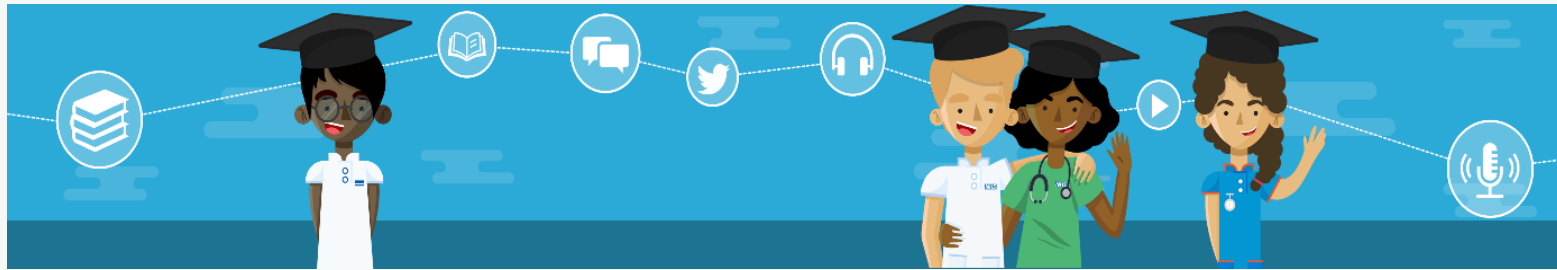


3. System OD and Transformation

The **System OD and Transformation** modules focus on developing leaders' ability to influence and drive change across health and care systems. **Influencing Without Formal Authority** teaches leaders how to exert influence without relying on hierarchical power, a crucial skill in today's interconnected systems. **Challenging the Status Quo** offers practical strategies for addressing difficult issues and fostering a culture of constructive change. **Releasing the Potential of Human Systems** explores group dynamics and how to unlock the positive potential of teams, a key skill for leaders managing complex organisations. Finally, **Consulting Mindset and Skillset** equips leaders with the consulting tools necessary to lead effective system-wide transformations.

These modules are available on LLZ - Please visit <https://leadershipnhs.uk>.

Bitesize Learning - Short guides developed by experts



Develop new skills and discover new ways to improve your experience of work with short guides developed by experts. Open to anyone in health and care.

Register to access modules such as Authentic Leadership, Leadership in Systems, Team Dynamics, Courageous Conversations, and Team Resilience, and take the next step in your leadership journey.

[Find out more about Bitesize Learning.](#)

Who it's for?

All staff working in health, care, local authorities, the voluntary sector and other partner organisations

Cost:

Free to access

Duration:

Approximately 30 minutes per course

New - Questions?



Are you unsure which programme is right for you, or do you want more information?

Use our new decision tool to help direct you to the right programme tailored to your needs.

[Start Here.](#)

midlands.leadershipacademy.nhs.uk

Thank You



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