

**Leadership, Lifelong Learning and Talent Management in the East of England**

**April 2023**

**Who we are and what we do -** The Leadership Academy in the east of England supports our staff to access the full range of nationally recognised and accredited Leadership Academy Development and Talent programmes available for staff of all backgrounds and experiences across health and care.

Regionally we provide a wide range of support at all levels, from systems leadership thinking and behavioural skills development, leadership/management skills development, primary care development as well as coaching and mentoring to graduate scheme placements and talent management.

**Your Leadership Journey** - Our guide signposts you to programmes and interventions available regionally and nationally to support you at all stages of your career. Please click [here](https://eoe.leadershipacademy.nhs.uk/development-support/your-leadership-journey/) to take a look.

To find out more visit [East of England – NHS Leadership Academy](https://eoe.leadershipacademy.nhs.uk/)

**Upcoming Events - Leadership and Lifelong Learning**

Our regional virtual, bitesize events aim to support leadership wellbeing and enable leaders to connect, recover, renew and respond to the ongoing demands of leading within challenging times.

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|  **Systems Leadership (including Primary Care)** |
| **How to lead in an ICS (when you know you’re not in charge) Getting to common purpose, narrative and commitment *–*** Let us help you navigate your way through an Integrated Care System, build trust, work across boundaries and affect change.  The sessions are particularly aimed at people across working in transformation, organisation development and leadership development. * **Session 4:** [Monday 24th April  9:30am -12:00](https://eoe.leadershipacademy.nhs.uk/event/how-to-lead-an-ics-when-you-are-not-in-charge-getting-to-common-purpose-narrative-and-commitment-4/)pm
 | **Leading Transformation for Integrated Care** - Colleagues working in health, social care and the voluntary and community enterprise sector are welcome to join us for our new series of 90-minute, virtual sessions. You can join us for all topics or pick those of most interest to you. This series is for anyone involved in change and transformation, delivery of new integrated care services, organisation development and partnership development working in health and social care systems across England.  Please [click here](https://eoe.leadershipacademy.nhs.uk/wp-content/uploads/sites/6/2022/10/Leading-Transformation-for-Integrated-Care-2022-23.pdf) for further information * **Collaborating within your neighbourhood/place:** [Thursday 6th April 10:00 – 11:30am](https://eoe.leadershipacademy.nhs.uk/event/collaborating-within-your-neighbourhood-place-3/)
* **Collaboratives-developing new ways of working:** [Thursday 13th April 10:00-11:30am](https://eoe.leadershipacademy.nhs.uk/event/collaboratives-developing-new-ways-of-working/)
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| **\*NEW\* Tackling Health Inequalities through Population Health Management -** These 90 minutes masterclasses are to help you to tackle some of the health and workforce inequalities from a regional, local and national level to support you in building and adopting a population health management approach in your day-to-day work. There are seven dates to choose from each topic, April dates are listed below. For all available dates and booking links, please click [here](https://eoe.leadershipacademy.nhs.uk/development-support/primary-care/health-inequalities-in-population-health/).**Techniques to embed Population Health Management approaches in day-to-day work Masterclass:** * [Wednesday 05th April 13:30 - 15:00pm](https://midlands.leadershipacademy.nhs.uk/event/population-health-management-and-health-inequalities-masterclass/)
* [Tuesday 25th April 10:00 - 11:30am](https://midlands.leadershipacademy.nhs.uk/event/population-health-management-and-health-inequalities-masterclass-2/)

**Population Health Management and Health Inequalities masterclass:*** [Tuesday 16th May 13:30 - 15:00pm](https://midlands.leadershipacademy.nhs.uk/event/population-health-management-and-health-inequalities-masterclass-7/)
* [Wednesday 24th May 13:30 - 15:00pm](https://midlands.leadershipacademy.nhs.uk/event/population-health-management-and-health-inequalities-masterclass-8/)

**Strategic workforce planning and population health management masterclass:*** [Thursday 20th April 10:00 - 11:30am](https://midlands.leadershipacademy.nhs.uk/event/strategic-workforce-planning-and-population-health-management-masterclass-2/)
* [Thursday 27th April 13:30 - 15:00pm](https://midlands.leadershipacademy.nhs.uk/event/strategic-workforce-planning-and-population-health-management-masterclass-3/)
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| **Leadership Skills Programme for Primary Care Network Staff in Additional Roles Reimbursement Scheme (ARRSs) and others working in and around primary care, including those in the VCSE -** The programme will consist of two cohorts with 5 sessions each lasting 3 hours per session, running between May to June 2023. Each cohort is open to up to 24 participants.Delivered via Zoom allowing the opportunity for colleagues to come together from across the region for lively, interactive workshops. The programme aims to give a toolkit of approaches and resources to build leadership skills to make a difference to how things happen as well as enhancing individual, team and organisational effectiveness, and capacity to make a difference locally. To take full advantage of this opportunity and maximise learning you are encouraged to attend all five modules. To find out more please see the flyer [here](https://eoe.leadershipacademy.nhs.uk/wp-content/uploads/sites/6/2023/03/Leadership-Skills-Programme.pdf). To apply for a place, [**click here**](https://www.surveymonkey.co.uk/r/5HN7KFZ)**.** |
| **Cross-functional Leadership: Integrating Perspectives in Health and Social Care Programme -** This programme is designed to support anyone involved in collaborative, integrated working in Health and Social care. It is an 8-week programme designed by the London Interdisciplinary School to introduce participants to tools for integrated or interdisciplinary work.An Introduction to the programme is being held on **Wednesday 10th May 10 – 11:30am**. To book please click [here](https://ney.leadershipacademy.nhs.uk/event/an-introduction-to-cross-functional-leadership-integrating-perspectives/).**The programme will enable participants to:*** Gain new ways to identify the challenges of integrated working (working in multi-disciplinary teams or cross-sector collaborations);
* Understand the type of conceptual thinking and changes in communication that can help them to tackle these challenges, in time-pressured contexts;
* Practise applying at least one tool

Please share this with your networks and encourage colleagues to register for the introduction session. Please see further details in [the flyer](https://eoe.leadershipacademy.nhs.uk/wp-content/uploads/sites/6/2023/03/Signals-System-Leadership-Theory-and-Practice.pdf)  |
| **\*NEW\* 1:1 Coaching Support for Primary Care Clinical Directors.** We have 10 places available for April/May start.As senior leaders, Clinical Directors will be expected to demonstrate behaviours which are inclusive, compassionate, collaborative and person -centred in their approach. Coaching offers highly impactful, forward-focused, action orientated, personalised support that is flexible to meet the needs of the individual. If you are a Clinical Director of a PCN and would like to access 1:1 coaching support from a qualified experience coach, we can help you. If you would like to register for a place, please email us. Please title your email ‘PCN Clinical Directors Coaching’.For more information, please see [our website.](https://eoe.leadershipacademy.nhs.uk/wp-content/uploads/sites/6/2023/03/Signals-System-Leadership-Theory-and-Practice.pdf) |

**Upcoming Events – Talent Management**

Our Talent workshops are aimed primarily for aspirant leaders who are seeking to develop their career and take that next step and our Talent Community Practice members. Our monthly update ‘Talent Career support’ includes latest information about workshops and resources to support career development. Please visit our futures site [here](https://future.nhs.uk/system/login?nextURL=%2Fconnect%2Eti%2FEofETalentCommunityOfPractice%2Fgrouphome).

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| **Welcome to the Career Resources Portal**Have you registered for access the career resource portal yet? Over 1000 people have but its open access so why not give it a try?Have a look at the range of topics available and decide what’s best and of most interest for you? The Career Resources Portal is an online platform which offers practical tools and resources designed specifically for leaders to help support you in your career development. The tools and resources offered are through Career Assessments, Aptitude tests, E-Learning paths, Interview simulators, Elevator Pitch Builders and Aptitude tests to name a few. **Would this Career Resource Portal be good for me?**  If you answer YES to any of the points below, then this portal is for you….* Are you thinking of applying for a new role?
* Do you want to explore a new career path?
* Are you thinking about a change from a clinical role to a management role?
* Have you recently been promoted and need some online support?
* Are you a manager and want to support a team member in their development?
* Do you want to establish what your strengths and weaknesses are?
* Do you want to explore current and new skills?

**How do I gain access to the Career Resource Portal?**You can access the Career Resources Portal through the Single-Sign-On to the Leadership Academy Online Learning Platform <https://profile.leadershipacademy.nhs.uk> For further career development resources see [Career Development and Information – East of England (leadershipacademy.nhs.uk)](https://eoe.leadershipacademy.nhs.uk/development-support/talent-management/career-development-and-information/)And for videos on Interview skills, CV preparation and managing your career see [NHS Elect – Fundamentals of career management](https://www.nhselect.nhs.uk/career-management) |

**Additional offers and latest news**

**East of England Fellowship Showcase Event - Tuesday 18th April 2023, 10:00 – 14:00**

Location: The Red Lion, Whittlesford Bridge, Cambridge, CB22 4NL.

This is an opportunity for all clinicians who have undertaken or are undertaking a fellowship in the EoE to connect with peers. This event will establish a network and enable continual development, resource sharing and inspire future work. On the **18th of April**, we will come together to consider priorities for ongoing support and development, celebrate projects, outcomes and alum stories from across the region. The day will be Chaired by Phil Carver, Regional Director for Workforce, Training and Education (NHSE).

To register your interest for this event, please complete the following [form](https://forms.office.com/pages/responsepage.aspx?id=K5Gn_5ewMUGcD9DoB1Wyq172SAjEWLBJmYYzTx4hJ_JUQUdQSDlHR0FISlJLUTlNSTRUUjNVWlo4US4u).

**Sustainability Leadership for Greener Health and Care Programme -** This programme is designed to develop your leadership abilities, giving you the tools and knowledge to build a greener, more sustainable health system. For more information, click [here](https://www.leadershipacademy.nhs.uk/programmes/leading-for-sustainable-health-and-care-programme/).

This programme offers two tracks, both over 16 weeks and is free for public sector health and care staff, no prior experience or knowledge in sustainability is required.

* Track 1: an online only programme for new and aspiring leaders who will work across organisational boundaries and who want to be a part of taking the health and care system towards net-zero.
* Track 2: combines the online programme with face-to-face workshops designed to help participants apply their learning and deepen their practice. Track 2 is for leaders who aspire to or are new to influencing the net-zero agenda at board level and leading the system to a more sustainable future.

**Quality Improvement – Bitesize Virtual learning** – We are pleased to promote a fully funded bite size learning programme developed in partnership with the Eastern Academic Health Science Network for health and care professionals. To register please click [here](https://www.easternahsn.org/resources/quality-improvement-bitesize-learning/).

**Senior Leaders System Learning Network** - In November 2022, we hosted network sessions for senior leaders from across the east of England region on behalf of the Leadership Academy.

To continue this conversation, we will again come together as an emerging allyship to reflect on system leadership and how this is being developed in the region. We hope to stimulate thought and debate on what system leadership looks like.

This offer is open to executive and senior leadership teams, Associate Director/Operational lead level and above, including CEOs, Chairs and Non-Executive Directors/Chairs; leaders working in health, social care, voluntary, community and social enterprises.

The next sessions will be held on the 19th and 27th April. It is free to book, with capacity for large numbers to attend and expert facilitation via AQUA which enables a virtual, interactive, engaged event. To book your session please follow [this link](https://eoe.leadershipacademy.nhs.uk/development-support/system-leadership/senior-leaders-system-learning-network/). Please direct any queries to Alison Lathwell, Head of Leadership and Lifelong Learning.

**New Online Course – Introduction to Leadership for Personalised Care** - This 3-week online course is free, easy to access and open to anyone who wants to find out more about leading a person-centred approach. Learning online means you can be self-directed and take advantage of flexible, accessible, and bite-sized content, providing you with a foundation in leadership for personalised care practice. This will help you take the first step in being a leader in this field and develop the skills and confidence to go further. Enrolment can be accessed [here](https://www.leadershipforpersonalisedcare.org.uk/online-programmes.html)

**NHS People Profession Map: ready to support HR and OD colleagues to reach their full potential -** The map aims to offer clarity and transparency around the skills, knowledge and expertise needed for HR and OD professionals at all levels, as well as clearly defined people management competencies. It retains the world-beating fundamentals of the globally recognised [CIPD framework](https://chiefpeopleofficerbulletin.cmail19.com/t/d-l-zjhdrhy-itwssut-q/), with whom it was developed in partnership, but includes new sections on medical and dental staffing, health and wellbeing, digital solutions and patient experience. EDI features throughout the Map and is a core knowledge area. The Map and accompanying resources can be found on [FutureNHS](https://chiefpeopleofficerbulletin.cmail19.com/t/d-l-zjhdrhy-itwssut-f/). You will need to register for an account if you don’t already have one. Please contact the team if you have any questions or feedback.

**FutureNHS Collaboration Platform -** We have developed our Leadership and Lifelong Learning forum to provide access on a range of topics for system leaders working in Care, Health and VCSE. If you have been unable to join us for the series of Leading Transformation or Understanding the World of…. Topics, click [here](https://eoe.leadershipacademy.nhs.uk/resources/futurenhs-collaboration-platform/) . *We have recordings of bite size sessions together with copies of slides and other useful resources. Our OD virtual sessions will be recorded and available on this forum so if you can’t attend sign up today!*

[**Edward Jenner Programme:**](https://www.leadershipacademy.nhs.uk/programmes/the-edward-jenner-programme/?utm_source=net&utm_medium=nursing&utm_campaign=network_region_Jen_2208&utm_id=network_region_Jen_2208) For new and aspiring leaders. The programme builds foundation-level leadership skills and is free for health and care staff. It is delivered online and can be completed at a learner’s own pace through a self-guided study of short courses with interactive online discussions.

**EoE Leadership Learning Zone (LLZ) –** The LLZ has been developed to provide individuals with a tool that will enable learning, enhance understanding and embed vital skills and knowledge that will contribute to the, physical and psychological well-being of our people. It can be accessed [here](https://eoe.leadershipacademy.nhs.uk/development-support/east-of-england-leadership-learning-zone/) and includes:

* A suite of 20+ **Leadership** learning modules including: An Introduction to leadership, Coaching, Talent Management, Equality and Diversity, System Leadership, Resilience, Unconscious Bias and more.
* **Systems and Relational Leadership** modules for leaders in health and care looking to learn more about leading and working collaboratively across boundaries.
* A **Leading Transformation for Integrated Care** development series which explores what partnership working looks like across teams and organisations and what this means for leaders.

**Coaching and Mentoring Apprenticeships**- Coaching and mentoring are increasingly playing an important part in supporting staff in any organisation across all levels. With a bigger focus by employers to empower and build confidence in a workforce, effective coaching helps to unlock the potential and performance of your organisation’s employees. Train to be a coaching professional for a very rewarding career. Currently available: [Coaching Professional – Level 5 (with Mary Seacole)](https://www.leadershipacademy.nhs.uk/coaching-apprenticeships/)

**The New East of England Coaching and Mentoring Register –** Our new national platform is now live. Please log in [here](https://eoe.leadershipacademy.nhs.uk/development-support/coaching-and-mentoring/coaching-and-mentoring-hub/) and update your profile/give GDPR consent and agree to Terms and Conditions of Use. The new system is designed to feel familiar to you with improved functionality built up over time.

**East of England Senior Leadership Careers and Vacancies in health and care -** If you are interested to see vacancies for senior leadership roles in east of England at band 8D and above roles apply to join [the LinkedIn group.](https://www.linkedin.com/groups/9154999/)

**HLM Healthcare Leadership Model** – A self-assessment tool to support the Healthcare Leadership Model has been developed to help individuals to assess their leadership behaviours. [Health Care Leadership Model 360 feedback](https://www.leadershipacademy.nhs.uk/resources/healthcare-leadership-model/supporting-tools-resources/healthcare-leadership-model-360-degree-feedback-tool/) – consider accessing this tool for yourselves. Contact Leadership team to access a code.

**Nurturing Compassionate and Inclusive NHS Cultures** – NHS England are offering a flexible online course for those working to create compassionate and inclusive cultures in health and social care through collective leadership. This new online learning course provides you with an introduction to compassionate cultures and how to use the Culture and Leadership Programme approach and resources. Please visit [this page](https://www.england.nhs.uk/culture/learning-together/online-course/) for more information.

**The Foundations in System Leadership**; **Collaborating for health and care programme** is open to all colleagues working in health, social 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. Please click [this link](https://www.leadershipacademy.nhs.uk/systems-leadership/) to register.

**ICS Board Development and ICB Executive Leader/ Non-Executive Directors onboarding and networks** – to find out the range of offers available to support senior leaders please visit our dedicated page [here](https://eoe.leadershipacademy.nhs.uk/development-support/system-leadership/icb-executive-leader-national-offer-onboarding-and-networks/)

**Supporting Integrated Care Partnership and Integrated Care Board Development -** The Leadership Academy funded offer includes support to source/contract external/specialist facilitation. To find out more contact Jacky.dixon@leadershipacademy.nhs.uk

**Inclusive Leadership in Health and Care** – develop inclusive and compassionate leadership skills to ensure diversity and equality across health and care. This course is open to managers and supervisors. Further information can be found [here](https://london.leadershipacademy.nhs.uk/)



**Executive Suite - Supporting senior leaders in health and care -**A comprehensive suite of supportive offers and resources for senior and executive leaders in health and care **-** [Executive Suite.](https://learninghub.leadershipacademy.nhs.uk/executivesuite/)

**If you would like to subscribe to this monthly newsletter, please fill out the form** [here](https://eoe.leadershipacademy.nhs.uk/resources/newsletter/)**.**

**Previous newsletters and further information**

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| * [January](https://eoe.leadershipacademy.nhs.uk/wp-content/uploads/sites/6/2023/01/Leadership-Lifelong-Learning-and-Talent-Management-East-of-England-January-update.docx)
 | * [February](https://eoe.leadershipacademy.nhs.uk/wp-content/uploads/sites/6/2023/02/Leadership-Lifelong-Learning-and-Talent-Management-East-of-England-February-update.docx)
 | * [March](https://eoe.leadershipacademy.nhs.uk/wp-content/uploads/sites/6/2023/03/Leadership-Lifelong-Learning-and-Talent-Management-East-of-England-March-update.docx)
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 If you have any queries, please contact us at eoe@leadershipacademy.nhs.uk or tweet us @eoeleadership