



Midlands Leadership Academy

Latest news, offers and courses

Issue 23: November 2022

Across the Midlands Region

Introduction

It's the penultimate month of 2022; the month of toffee apples, steaming hot drinks and where coats and hats will be donned for the 5th of November bonfire night; Guy Fawkes Day commemorating the failure of the Gunpowder Plot of 1605. The trees are becoming bare, days are getting shorter and Winter will soon be upon us.

"In seed time learn, in harvest teach, in Winter enjoy" William Blake

2nd November 2022 is [Stress Awareness Day](#); stress and anxiety can occur with anybody, at any time and for any reason and could affect many this year in particular with the increasing cost of living crisis brought on by the economic impact of global issues over the past few years. If you are feeling not quite yourself, or notice that somebody else isn't, please speak to a family member, colleague or your GP and look for resources to assist you online, such as [Every Mind Matters](#) which is a fantastic resource for all.

November highlights many more health related awareness months, including:

- Movember 2022 – Men's Health Awareness Month: <https://uk.movember.com/about/history>
- Pancreatic Cancer Awareness month: <https://www.pancreaticcancer.org.uk/get-involved/make-a-difference/pancreatic-cancer-awareness-month-pcam/>
- Lung Cancer Awareness month: <https://www.cancerhealth.com/event/lung-cancer-awareness-month-2022>
- Mouth Cancer Action month <https://www.dentalhealth.org/Pages/Category/mouth-cancer-action-month/fundraising>
- And finally Purple Tuesday, a social movement for improving the customer experience for disabled people and their families: <https://www.purpletuesday.co/>

Please do head over to our events page on our [website](#) where you will find plenty of leadership development opportunities to support you and your colleagues in your roles. If you have any suggestions of what could make our newsletter even better for you please contact us at midlands@leadershipacademy.nhs.uk.

We hope the November edition of our newsletter is of interest to you and your colleagues, if you have any colleagues that do not receive our newsletter please ask them to sign up through our [website](#).

Talent update

Career workshop series: Please cascade to leaders in your organisation and system



The Midlands Talent Team in partnership with the East of England Talent Team are delighted to host a series of career workshops on **Career Confidence Booster and Banishing the Imposter** and **Building your Networks to support your Career** aimed at all leaders in the NHS. To find out more and book your place; please click on the following links:

Career Confidence Booster and Banishing the Imposter

- Wednesday 16 November 9:30 am - 11:00 am:
<https://midlands.leadershipacademy.nhs.uk/event/career-confidence-booster-and-banishing-the-imposter-2/>
- Wednesday 08 March 9:30 am - 11:00 am:
<https://midlands.leadershipacademy.nhs.uk/event/career-confidence-booster-and-banishing-the-imposter-3/>

Building your Networks to support your Career

- Monday 07 November 2:00 pm - 3:30 pm:
<https://midlands.leadershipacademy.nhs.uk/event/building-your-networks-to-support-your-career-2/>.
- Thursday 23 March 2:00 pm - 3:30 pm:
<https://midlands.leadershipacademy.nhs.uk/event/building-your-networks-to-support-your-career/>

Please note, places are limited for each session. Once places are filled; you will be able to sign up to the waiting list. To find out more information, please contact us at talent.midands@england.nhs.uk.

Midlands Talent Community of Practice

Our next Community of Practice, aimed at organisational and system Talent leads across the region will take place on **Thursday 1st December** in the morning. To book your place please click [here](#). If you have any questions or would like to be added onto our distribution list, please contact us at talent.midands@england.nhs.uk.

Slides from previous sessions can be found here: [Midlands Talent Management Community of Practice - Midlands Talent Management - FutureNHS Collaboration Platform](#). 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](#)
2. Once your account is created, please click this direct link to our workspace and request to join: [Midlands Talent Management - FutureNHS Collaboration Platform](#)

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 previous 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.

Upcoming offers and programmes

Giving and receiving feedback (through the lens of inclusion)

This 90-minute leadership espresso has been designed to support you to give

Supporting Growth Through Adversity

Participants are welcomed from clinical or non-clinical backgrounds to this 2-Hour



feedback constructively and effectively across difference, for example race, gender, sexuality and disability.

What will be covered:

- Explore and understand models for giving and receiving feedback
- understand the issues of giving and receiving feedback across difference, for example race, gender, sexuality and disability
- Reflect on unconscious bias in the feedback process – barriers and enablers to effective feedback
- Consider the art of non-violent conversation

An opportunity to practice the skills of giving and receiving feedback

[Tuesday 22 November 10:00 am - 11:30 am](#)

online session which will:

- Explore the psychology of now and the accumulative impact of sustained pressure and stretch on individuals, teams and organisations
- Consider positive growth through adversity models and how we frame can our experiences and learning for ourselves and others as we move forward in our leadership.
- Understand at the importance of psychological transition and the role of confidence, control and connection in

This session is grounded in the psychology of how people think, feel and behave. It will provide you will valuable insights and helpful tools to support you in your leadership as you continue to enhance your own self-awareness and your awareness of others.

[Wednesday 18 January 10:00 am - 12:00 pm](#)

Mentoring CPD sessions

Continued professional development for our trained mentors:

Wellbeing

[Wednesday 30 November 9:30 am - 12:30 pm](#)

Behavioural Science

[Wednesday 21 December 9:30 am - 12:30 pm](#)

Motivation

[Wednesday 25 January 9:30 am - 12:30 pm](#)

Psychological Safety

[Wednesday 22 February 9:30 am - 12:30 pm](#)

Mentoring Tools

[Wednesday 22 March 9:30 am - 12:30 pm](#)

Coaching CPD sessions

Continued professional development for our trained coaches:

Coming Back to Coaching

[Cohort 2: Wednesday 11 January 2:00 pm - 3:00 pm](#)

Ethical Dilemmas

[Cohort 2: Wednesday 29 March 9:00 am - 12:00 pm](#)

Express Coaching

[Thursday 08 December 1:30 pm - 5:00 pm](#)

Coaching Skills Lab

[Thursday 05 January 10:00 am - 11:30 am](#)

Coaching in a Hybrid Space



[Monday 27 February 9:00 am - 12:00 pm](#)

Systems Leadership

Leading Transformation for Integrated Care 2022/2023

Are you working in health, social care and the voluntary, community and social enterprise sector in your Integrated Care system?

You are welcome to join us for our new series of 90-minute, virtual sessions. Based on insights and experience drawn from work with several Integrated Care Systems across England these sessions will explore what partnership working looks like across teams and organisations.

It is co-designed with input from local representatives to understand their current challenges and opportunities. The aim is to enhance participants' capability to think and act as leaders within systems.

This series is for anyone involved in change and transformation, delivery of new integrated care services, organisation development and partnership development

To find out more on the different topics we will be exploring [CLICK HERE](#) and reserve your place to join us at one or all the sessions over the coming months.

Equality, Diversity and Inclusion

Midlands Inclusivity and Diversity Award Scheme (MIDAS)



Join us for our virtual celebratory event on **Friday 18 November, 1pm-4pm**, which will showcase new and excellent ways of working by staff, managers, and leaders across the region, to make the Midlands an inclusive place to work for all staff.

Our Midlands Inclusivity and Diversity Award Scheme, or 'MIDAS', was launched this year to recognise the good work that is happening here in the Midlands across health and social care sector, since we launched our [Midlands Workforce Race Equality and Inclusion Strategy](#).

We will announce the winners from our seven award categories, but MIDAS is not just a celebration, it is about sharing and learning from each other.

- Excellence in Executive Inclusive Leadership Award
- Outstanding Staff Network Award



- Unsung Star Award
- Inclusive ICS of the Year Award
- Best Ally of the Year Award
- Changemaker of the Year Award
- EDI Champion of the Year Award

MIDAS will be an annual celebration, and this year will focus on work to address workforce race equality issues. Over the next few years, the scheme will be broadened to celebrate work to address other equality issues.

If you would like to join the event to hear about the work taking place, please register using this link: <https://www.events.england.nhs.uk/events/midlands-inclusivity-and-diversity-award-scheme-celebratory-and-learning-event>

If you submitted a nomination or have been nominated, you do not need to register – a joining link for the event has been sent to you directly.

Visible Leaders Network

Midlands Leadership Academy
Visible Leaders Network

What is it?
The Visible Leaders Network is designed for BAME staff to aid your personal progression to senior level roles within the NHS.
We support BAME staff in bands 4-8a creating opportunities through our network, for discussion, mentoring, coaching, skills development and leadership pathways.

What are the benefits?

- A 'safe place' for those key conversations
- A peer network community
- Opportunities to explore and develop the skills you need for progression
- Coaching and mentoring
- Access to senior leaders for open discussions
- Tools to leverage systemic change for BAME people
- Topical leadership discussions
- Opportunities to shape local leadership programmes
- Opportunities to influence the future talent pipeline
- Opportunities to make a positive difference to outcomes for service delivery

If you are:

- BAME
- NHS Staff
- (AFC) Pay Band 4-8a

Join us!

Join and find out more via our website:
<https://midlands.leadershipacademy.nhs.uk/our-offers/visible-leaders-network/>
To be part of a steering group - an opportunity to help shape the network - please email Midlands@leadershipacademy.nhs.uk

We are starting another campaign to raise our membership and provide more opportunities for our **Visible Leaders Network (VLN)**, a network for Black and Asian staff leaders and aspiring leaders. It is designed to support your career progression to senior level roles within the NHS. You can join the VLN if you are an NHS employee working in the Midlands at Bands 4 - 8a level.

We hold a number of masterclasses and events specifically for our VLN members, have coffee and chat sessions to get to know each other and build networks. Again we will be holding a celebration and listening event in February to ensure we can fully understand what our membership want and need from the network.

Why the VLN? In response to the Workforce Race Equality Standard (WRES), individuals and senior leads are looking for practical ways to develop and support aspiring Ethnic Minority staff to achieve their full

leadership potential.

To find out more about the VLN or join see our [website](#)

NHSE Peoples Voice Ambassadors

We have supported a group of dedicated individuals as patient ambassadors through a series of learning events and training and would like to offer you their services within the Midlands. So, if your organisation has any projects or initiatives in which they feel would benefit from some support or guidance of first hand experiences from a patients perspective, please do get in touch we would really love to hear from you.





Alex Evans, is one of our Peoples Voice Ambassadors and he is a Birmingham patient and NHS manager. This is his story on how he became involved in this work:

I have had a number of throat and skin cancer surgeries at the Queen Elizabeth Hospital in Birmingham over the past 10 years. The care and compassion shown to me by consultants and nursing staff were second to none. I was only in my early thirties at the time and feeling a huge sense of gratitude to the NHS I wanted to give back. I decided to become a public Governor at University Hospitals Birmingham and was elected in 2015, serving for three years until 2018 when the trust went through a merger with Heart of England Foundation Trust.

I was then invited to be part of the first cohort on the Citizens Leadership Academy. This is emerging now as NHSE&I's People's Voice Ambassadors. It will be a valuable next step the NHS takes to ensure co-production is a key part of the design and delivery of NHS services in the future.

I am pleased to be one of the first People's Voice Ambassador's within the Leadership Academy. Being an advocate for patients, service users and communities is a privilege and I hope that the new academy brings with it opportunities for Patient Voice Ambassadors to see their ideas and suggestions brought to life. I am looking forward to finding out how NHS Executive Directors across the NHS will tap into this new pool of experts by experience, to help improve services. Often, people volunteer their time and energy but receive little to no recognition or reward. Co-production should be valued and resourced as it can produce outstanding NHS services which are inclusive, accessible and of high quality.

For complete up to date information on all that is available throughout the year visit [Midlands Leadership and Lifelong Learning Website](#).

November 2022

Below is a selection of key dates, awareness raising days and events.

Whole month	Men's Health Awareness Month
Whole month	Islamophobia Awareness Month
1 st	All Saint Day (Christian)
5 th	Guy Fawkes Day
8 th	Birthday of Guru Nanak Dev Ji (Sikh)
13 th – 19 th	Transgender Awareness Week
13 th	World Kindness Day
16 th Nov – 16 th Dec	UK Disability History Month
19 th	International Men's Day
24 th	Martyrdom of Guru Tegh Bahadur (Sikh)
28 th	First Sunday of Advent
30 th	Saint Andrews's Day

Contact us



We always welcome comment, news, information and feedback.



www.midlands.leadershipacademy.nhs.uk



[@NHSMidsLLL](https://twitter.com/NHSMidsLLL)

Email: Midlands@leadershipacademy.nhs.uk

Please subscribe to our newsletter by signing up [here](#).

How we use your information

You can read how we use information in our [Privacy Policy](#) 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.

