



Issue 29: May 2023

## Midlands Talent and Leadership Academy

### Introduction

May 2023 brings with it many important events within the United Kingdom; alongside our ever-important awareness days which occur each year.

Saturday 6<sup>th</sup> May 2023 will see the official coronation of His Majesty the King and Her Majesty the Queen Consort at Westminster Abbey a service which along with a concert to celebrate the coronation on Sunday 7<sup>th</sup> May 2023 will be televised worldwide. In addition, Monday 8<sup>th</sup> May 2023 is the '[Big Help Out](#)'; this link will give you more details of how you can help spread the word. The weekend will undoubtedly include many celebratory community events so look out for those in your local area over the long Bank Holiday weekend; we would also like to thank our NHS colleagues who will be working over this special weekend.

Eurovision 2023 will this year be held in England due to the previous years' winners, Ukraine, being unable to hold in their own country due to the continued war. The Eurovision Village 2023 will be hosted in Liverpool and will be in and around Pier Head with the Grand Final on Saturday 13<sup>th</sup> May 2023.

National "Walking month" returns this May 2023 encouraging us all to walk for 20 minutes each day throughout the month. Walking can have many health benefits and can positively impact your wellbeing. This month also coincides with Walk to school week which encourages children to walk to school and increase their weekly exercise. Details of both events can be found [here](#).

We do have some spaces left on our offers that currently run up until October 2023; please keep an eye on the [events](#) page of our website or contact our team on the email address below if you have any queries around our events.

We hope our May newsletter continues to be relevant to your needs; if you have any suggestions that could make it even better, please contact us on [midlands@leadershipacademy.nhs.uk](mailto:midlands@leadershipacademy.nhs.uk) and if your colleagues are not yet receiving this please do ask them to sign up through our [website](#).

### Graduate Management Training Scheme ('GMTS')

#### Call for Action Learning Set Facilitators

As we prepare to onboard a new GMTS cohort for September 2023 the recruitment window for the intake of new Action Learning Set (ALS) Facilitators is now open. The programme is an exciting, challenging and rewarding opportunity that not only provides participants with high

quality personal development, but also puts them at the heart of developing the future leaders of the NHS.

Participants will develop the skills, knowledge, attitudes and ability to become effective learners and reflective practitioners. These sets also support trainees in becoming leaders of the future with the skills to influence effectively in ways that maintain and promote the values of the NHS. We want to develop a faculty of ALS facilitators that is drawn from across the whole landscape of health and care.

The programme is free, participants will provide support to GMTS trainees at the same time as receiving training themselves and information on how to register is available here: <https://www.leadershipacademy.nhs.uk/als/>

## Leading in Primary Care

Primary care leaders are critical in building strong relationships with patients and other stakeholders, including ICBs, other NHS organisations and social care providers. Influential leaders in primary care possess technical expertise, interpersonal skills and strategic vision. They can motivate and inspire their teams to achieve common goals and are committed to continuously improving the quality of care provided to patients.

In today's rapidly changing NHS healthcare environment, leadership in primary care is becoming increasingly important as primary care providers face new challenges, such as staff shortages, increasing demand for services and the need to adopt new digital technologies. Effective primary care leadership can help ensure that primary care providers are well-positioned to meet these challenges and provide high-quality patient-centred care.

Several recent reviews and reports have highlighted the challenges the NHS faces and some reports focus specifically on Primary Care, for example, the Fuller Stocktake Report, the Ockenden Review and the Messenger Review are all major reviews that have identified significant concerns about the quality of care the NHS provides.

The Fuller Stocktake Report, led by Dr Claire Fuller and commissioned by NHS England and NHS Improvement, makes recommendations to local and national leaders. The report outlines a vision for primary care that reorientates the health and care system to a local population health approach through building neighbourhood teams, streamlining access and helping people to stay healthy. It outlines the importance of primary care leadership and its representation across the whole system. Investing in leadership at PCN, place and system level will be the difference between success and failure in integrating primary care, therefore leadership at all levels in primary care is crucial in addressing the challenges identified in the Fuller Stocktake Report. Influential leaders can provide clear direction and promote a culture of engagement and inclusivity within primary care. Leaders can also develop and implement effective policies and strategies that support leadership development and promote diversity at all levels of the organisation.

Leaders in primary care are vital in promoting a culture of patient safety, improving communication with patients and families, developing effective policies and procedures, and ensuring that staff are appropriately trained and supported to provide the best possible care. The Midlands Leadership Academy have several offers on our events page to support leadership development for all primary care colleagues and in addition, we have recently updated our free-to-access [Leadership Learning Zone \(LLZ\)](#) which provides organisations and

individuals with tools to enable learning, enhance understanding and embed vital skills and knowledge. The LLZ now hosts 42 different modules covering a range of topics.

Modules are divided into four areas.

- **Leadership Modules** that range from, Effective Communication, Imposter Syndrome, Interview Skills, understanding yourself and influencing stakeholders.
- **Systems and Relational Leadership** modules that range from successful collaboration, working in tensions, and leading in complexity.
- **Leading Transformation for Integrated Care** modules include Leading alongside local communities, System workforce innovation and Rethinking recovery.
- **Leading Transition in Primary Care** is ideal for Primary Care Leaders who find themselves leading in the context of transition and change. The two modules include Articulating the voice for primary care and coping with today and planning for tomorrow.

## Taking Talent with us to Improve Patient Care

Much has been heard over recent months, articulated in government reports such as Ockendon, Messenger and more recently Hewitt about the importance of investing time and resource in developing our workforce for not only the challenges we face today but for progression into the new roles of the future. We have seen the difficulties that organisations face without succession plans, inclusive recruitment and onboarding/ induction support especially for critical senior roles and the impact that this has had on patient care.

The regional Talent and Leadership Board met on 27<sup>th</sup> April 2023 to hear about the specific issues affecting the Midlands and to discuss how we might take action to encourage innovation in Talent and Leadership development to consciously improve diversity and visibility of our talent pipelines. One of the key actions we will be taking will be to create and develop a regional talent pool of aspiring directors and to deploy them into roles across our whole geography.

We are also planning to launch a new set of Board Leadership competencies in July 2023 which will underpin the Fit and Proper Persons test for board level directors and there will also be guidance on consistent induction into posts which will set a great foundation for individual and collective success in role. Additionally, there will be further support for first time managers with a clearer articulation of the expectations and behaviours required for this level of responsibility. This approach will help us to support all leaders and managers both aspiring and existing to be able to truly maximise their potential through realising their personal ambitions whilst continually improving patient outcomes.

### Population Health Management and Health Inequalities Masterclass

Population health management (PHM) is one of NHS England core strategic aims for Integrated Care Systems; to improve physical and mental health outcomes, promote wellbeing and reduce health inequalities across an entire population, with a specific focus on the wider determinants of health (things like housing, employment, education).

#### Objective of the session

- Understand the meaning, and content of population health approaches in the context of system or ICS
- 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

The session will be repeated on the below dates:

Tuesday 16 May 1.30-3.00

Wednesday 24 May 1.30-3.00

Thursday 1 June 10.00-11.30

Thursday 22 June 10.00-11.30

Wednesday 19 July 10.00-11.30

### Techniques to embed Population Health Management approaches in day-to-day work Masterclass

Population health management (PHM) is one of NHS England core strategic aims for Integrated Care Systems; to improve physical and mental health outcomes, promote wellbeing and reduce health inequalities across an entire population, with a specific focus on the wider determinants of health (things like housing, employment, education).

#### Objective 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
- Tackling digital poverty, fuel poverty, language barriers and health inequalities in access health service

The session will be repeated on the below dates:

Wednesday 7 June 1.30-3.00

Tuesday 27 June 10.00-11.30

Thursday 13 July 10.00-11.30

### Strategic Workforce Planning and Population Health Management Masterclass

PHM will become increasingly important as systems move to formally establish ICSs and will be pivotal to the way that the new systems will work together to improve the health of their populations.

#### 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

The session will be repeated on the below dates:

[Thursday 25 May 1.30-3.00](#)  
[Tuesday 20 June 10.00-11.30](#)  
[Monday 26 June 1.30 – 3.00](#)  
[Wednesday 12 July 10.00-11.30](#)  
[Thursday 20 July 10.00-11.30](#)

## Equality, Diversity and Inclusion

This month focusses on mental and physical health and wellbeing issues from National Walking Month to Tourette's week, dementia week, deaf awareness and Action on Stroke, to mention just a few. Our physical and mental health and wellbeing are vital to everything we do and the quality of the lives that we live. Let us take time for ourselves this month and consider what simple steps we can take to improve our general feeling of wellbeing in all areas.

Please remember to come along on **Thursday 11<sup>th</sup> May 2023 13:00 to 15:00** - to join [Jasmine Murphy \(Consultant in Dental Public Health and EDI Champion\)](#) for an introductory session on [Neurodiversity](#). This is a unique opportunity to learn more about neurodiversity, what we can do to support neurodiverse people to develop a more positive perception of their own unique neurodiverse traits and skills in the workplace and for them to thrive in society. Come and hear from neurominority colleagues who will also be attending the session to share their lived experiences. To register click [here](#).

## Contact us

**We always welcome comment, news, information and feedback.**



[www.midlands.leadershipacademy.nhs.uk](http://www.midlands.leadershipacademy.nhs.uk)



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

**Email:** [Midlands@leadershipacademy.nhs.uk](mailto: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.