



Leadership Academy

South West

Leadership Development

NHS South West Leadership Academy



Leadership Development

Leadership Development Opportunities, January – March 2021

As we come towards the end of the year, one in which we have been tested beyond any of our expectations, it seems the right time to prepare for the year ahead by introducing the first circulation of our upcoming masterclasses, experiences and leadership development programmes. We hope that the year ahead will allow us to begin to move from a state of emergency to one built on the foundations of the past year, where we have found strength, ambition, compassion and kindness.

The following pages are the start of an approach to leadership development that is rooted in our role as a thinking partner to the region, and we hope to inspire, excite and galvanise you for the challenges and opportunities that lie ahead; to commit to searching for alternative perspectives, and to bring them to life for you; to provide you with tools to create your own stories; to craft a series of programmes that are ambitious in scope, and designed to create unique, contemporary learning experiences at the vanguard of leadership development.

Please continue to engage with us, share this document with colleagues and look out for further opportunities as we turn the corner of this year, and onto the next.

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Bitesize Coaching

In response to the additional challenges this winter, we are pleased to introduce our new, Bitesize Coaching offer to support Frontline Leaders across the South West.

We are working with a team of professional coaches who will provide focused, short-term support in the form of a 45-minute virtual or telephone coaching session. These are designed to offer a safe space where Frontline Leaders can reflect on and explore their concerns, needs and challenges in a constructive way.

What is Coaching and how can it help?

At its purest, coaching is the art of truly listening and asking questions that help the coachee generate insights and new perspectives to help empower them and move forward in a positive way. This can be achieved in a short space of time in a confidential environment where it feels safe to share vulnerabilities and issues that might otherwise inhibit progress.

Coaching has provided an outlet and support recently for leaders across frontline care. Some examples are (but not limited to):

Helped an ICU Anaesthetist to deal with overwhelm in the height of the epidemic, build short and medium-term coping strategies and give him confidence to address stress responses in his junior colleagues and direct them to get much-needed support	Enabled an occupational therapist and to develop innovative and practical ways to offer support to patients despite the limitations Covid-19 imposed on her normal ways of working
Helped a dietetic medical lead avoid a recurrence of the burnout she'd suffered a few years before despite returning from maternity leave in the start of the epidemic and needing to reallocate her 40-strong team across three new locations	Provided a confidential ear to a nurse who wanted to express her concerns and worries to someone who would listen in a non-judgemental way

[Information and registration details](#)

Virtual Masterclass Series

Maximising Team Performance

To develop trust, confidence and capabilities in virtual leadership to maximize team performance.

A programme of masterclasses which individuals can attend as a programme or can pick and mix to attend any combination according to their leadership development needs. Each masterclass offers an option of two dates, the masterclass is repeated.

In all these masterclasses, participants will have the opportunity to learn about good leadership and management techniques and explore ways in which they can optimize their team's performance and create a plan for sustained improvement.



Developing Trust in the Virtual Environment

We will explore models of vulnerability trust and how team members can optimally relate to each other in the virtual space.

Participants will gain an understanding of the leader's role in creating an inclusive environment where trust can flourish and develop a personal plan to implement and sustain improvements.

Managing conflict in the virtual environment

Conflict, disagreements and misunderstandings will happen, often triggered by unforeseen events. In this session we will consider how team members can have honest conversations and manage conflict productively.

We will explore how the virtual environment can both hinder and enhance conflict resolution.

Getting the best from people in the virtual environment

Managing performance and getting the best from people in a virtual environment can seem awkward and ineffective, especially where important messages need to be delivered.

In this session, participants will explore these issues and take away some practices that help manage performance conversations, that ensure good understanding of expectation, and good results, from their people.

Showing up as my best self in the virtual environment

How you are seen and experienced in your role as a leader can influence outcomes across the board. "Who are you as a leader?" and "Why should anyone be led by you?" can be difficult questions to answer.

In this session participants will look at their values, their strengths and their essence, and the proposition they bring as a leader. They will learn to increase their self-awareness and show up as the best version of themselves.

[Information and registration details](#)

Storytelling: How story serves the leader



Open offer for Leaders at all levels

A cornerstone of our ‘Voices, Stories and Ideas’ series, a thread of which we will develop as the time progresses, ultimately becoming a collection of programmes, opportunities and events that are designed to build our collective capacity for sharing, learning and reflecting on the power of ideas, the value of stories and the potential of the creative arts to inspire and inform us in the field of leadership development.

We have invited Clare Murphy, an international storyteller and consultant who has worked with diverse organisations across the world, including the National Aeronautics and Space Administration, Jet Propulsion Laboratory, National Theatre London, Blesma, The Limbless Veterans Association, and who is Director of Story at the Mission Critical Team Institute in Philadelphia, to act as our guide in the creation of this series..

Clare works across sectors to offer story as a foundational resource to companies, institutions and governments as a means of improving their culture, their leaders, and their legacy.

From January 2021, Clare will offer an inter-linked series of story workshops for leaders, as well as becoming our inaugural artist-in-residence for the first quarter of 2021, to nurture an improved storytelling culture that can underpin leadership confidence and impact, and support team cohesion and safety.

“Stories are the single most powerful tool in a leader’s arsenal” Howard Gardner

How story serves the leader – a two-part workshop series, followed by coaching in developing an autoethnographic approach to your experience as a leader.

Storytelling is innate to every human culture. While almost every person in every sector is expected to speak about their work, almost no one is trained in effective and impactful speaking skills. Due to their long history in human culture of 100,000 years, stories are designed to stick in the memory far longer than facts. They create legacy, long after you, the speaker, are gone.

In ‘How Story Serves the Leader’, Clare will explore how you make a meaningful story out of a life experience that can be used in a leadership setting in a way that follows her belief in stories as potent vehicles for influence, in transmitting knowledge and in generating culture and change.

The stories of your experiences and other stories that you’ve heard can be used to encourage, teach and guide your teams. This workshop focuses on how to find, mine and craft your life experiences into meaningful stories that reflect your beliefs and your insights as a leader.

[Sign up for updates](#)



The Slow Swimming Club

The Slow Swimming Club is hosted by our inaugural artist-in-residence, storyteller Clare Murphy, and will seek to be a home for creative expression, diversity of thought and a rich tapestry of concepts curated for this moment in time. Created with and for our community in the South West, the Slow Swimming Club has been designed with space, time and place in mind; a reflection and extension of the idea that the faster we go, the slower we need to be.

Between January and March, Clare will be hosting three live events, bringing together eclectic thinkers, experiences and practices that are carefully designed to invite you into alternative views on the world, of work, development and change. We hope to inspire you, to provoke and stimulate you, and to strengthen the bonds of our diverse communities as we all seek to find time and space to grow.



Please follow **#SlowSwimmingClub** and sign up for updates and opportunities to collaborate.

[Sign up for updates](#)

Equality, Diversity and Inclusion Statement of Commitment

We are committed to creating a learning and working environment which is inclusive of all our participants. The South West Leadership Academy strives to empower under-represented communities.

We aim to eliminate any disadvantage based on age, disability, marriage, civil partnership, race, culture, religion or belief, lack of religion or belief, sex, gender identity, sexual orientation, pregnancy, maternity or any other minority characteristics.

If we can make any adjustments to enable you to access and participate in our events, or if you require this document in an alternative format, please [get in touch with our Inclusion Coordinator Mr Erk Gunce \(pronouns: he/him/his\)](#). We also welcome any general comments on the inclusivity of our events. We will work with you to address your concerns in a respectful, dignified manner

Get in touch

We aspire to create a collaborative approach to our offers and encourage your views and insight. Please do get in touch with us:

Email: Leadership.SW@leadershipacademy.nhs.uk

Telephone: 0208 103 13 61



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