
Leadership Outlook

April 2021 Edition



Welcome to our latest edition of the Leadership Outlook, this month we are focusing on the multi-award winning NHS Graduate Management Training Scheme (GMTS).

We welcome new trainees to the South West, discuss flexi-placements and GMTS Experiences of the COVID-19 Vaccination Programme.

We are also delighted to share with you a wealth of contributions from the region and beyond, all focusing on Equality, Diversity and Inclusion.

We hope you enjoy this edition and find the new layout more accessible. Please do send any feedback to Leadership.sw@leadershipacademy.nhs.uk, we would love to hear from you.

Christina Quinn (Pronouns she/her)
Head of Leadership and Life-Long Learning – South West



Welcome to the new GMTS cohort!

We are pleased to welcome our newest cohort of trainees to the NHS Graduate Management Training Scheme in the South West. Across March, trainees have been learning and experiencing the health and social care landscape in the region as part of an orientation period, before starting their first placements in April. We are looking forward to working with this cohort on their leadership journeys over the coming years.

[Find out more about our new Graduate Management Trainees](#)

Do you have a short-term leadership development opportunity?

As part of the Graduate Management Training Scheme, all trainees undertake a two-month 'flexi' placement. Flexi placements are organised by trainees and can be in any type of organisation in England, within any specialism. They are an opportunity for trainees to experience a different culture, learn new skills and expand their network. The next window for flexi placements is September – October 2021. If you think you have a learning opportunity that may be suitable as a flexi placement, please contact Eleanor.Wallace@leadershipacademy.nhs.uk.

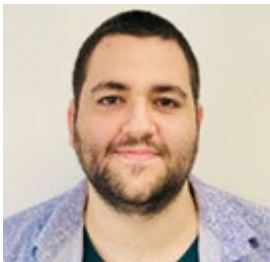


GMTS Experiences of the Covid-19 Vaccination Programme

In December I was asked to join a small team tasked with setting up North Bristol NHS Trust's Covid-19 Vaccination Hospital Hub. We had a very limited time to set up the vaccination service and faced lots of unknowns and constant changes to guidance; it was not a straightforward process!

[Read more about Natalie's experiences of the COVID-19 vaccination programme](#)

Equality, Diversity and Inclusion with our Inclusion Coordinator



Erk Gunce
(Pronouns:
He/Him)

Within our Diversity and Inclusion corner, I'm pleased to share with you contributions from various colleagues, tackling a range of equality topics. Firstly, Emma from Yeovil District Hospital shares her experiences of setting up Staff Diversity Networks. Then, Carly from NHS England and Improvement recalls her experiences of supporting Deaf people. To finish, Raka explores the neuroscience of leadership – what it all means biologically. She finishes by exploring the experiences of staff who are carers.

The social justice work is as challenging as ever, and minorities continue to go through turbulent times world-wide. In these difficult times, please continue supporting your colleagues, so that they may have the space to slow down and look after themselves, on those days when all odds seem to be against marginalized communities.

In solidarity,
Erk

My experiences of setting up Yeovil District Hospital's Staff Diversity Network



**By Emma Symonds (Pronouns: she/her)
Equality, Diversity & Inclusion Lead, Yeovil District
Hospital**

Yeovil District Hospital is an incredibly diverse place to work, boasting 64 Ethnicities amongst other under-represented groups. Being able to share, listen and advocate for change is essential for our colleagues' wellbeing, for them to achieve their career aspirations and to feel valued as individuals.

[Read more about Emma's experiences of setting up staff diversity networks](#)

Health Inequalities: Supporting Deaf People



**By Carly Renaud (pronouns: she/her)
Quality Improvement Officer, NHS England and NHS
Improvement – South West**

In my 16-year career, approximately 70% of my work was for the NHS, my work included the whole spectrum of cradle to grave, emergency to routine, acute to primary care and clinical and non-clinical. This has provided me with an extensive understanding of the NHS, more importantly it has given me a unique insight into the patient's experience in these settings.

[Find out more about Carly's work in supporting Deaf communities](#)

Self-leadership: the neuroscience of leadership and implications for carers



**By Dr Raka Maitra (pronouns: she/her)
Tavistock and Portman NHS Foundation Trust**

Leadership during Covid has emphasized the need for effective compassionate leaders who can respond quickly to change and respond positively to challenges. Leaders during Covid have had to juggle challenges in their personal lives as well as challenges facing the organization. Covid has impacted everyone's lives irrespective of the direct impact on their health. Building resilience is now an essential attribute of self-leadership.

[Read more on the neuroscience of leadership and the experiences of carers](#)

Leadership Development Opportunities

Here, you will find a list of our recent Leadership Development Opportunities.

Offer
Storytelling: How story serves the leader
Storytelling: How story serves the leader (under-represented groups)
Resilience and Recovery: CPD for Coaches
Slow Swimming Club – The Road Less Travelled
Sensemaker App
Tackling Health Inequalities Through a Practical Approach to Population Health Management

National updates

Click on the headings below to learn more.

[Launch of the inaugural NHS Regional Clinical Fellow Scheme 2021/22](#)



Applications are invited for a new and exciting fellowship scheme for aspiring clinical leaders. Please share the above opportunity with clinicians (Doctors who have completed foundation training and not gained CCT, Nurses, AHPs), within your organisation and system.

[Updated landing page for #ProjectM](#)



A place and space for team leaders and managers to connect, share and learn together. Through your feedback, contributions and emerging themes we will be releasing new content led by you, for you.

[Empowering disabled staff through flexible working](#)



In this blog, our team member Erk Gunce shares his experiences of working from home with a disability during the pandemic, how he has benefited from flexible working arrangements and a supportive team.

Dates for your diary

- [Caring4NHSPeople & #ProjectM Wellbeing](#) - Wednesday 12 May
- [Slow Swimming Club](#) – Wednesday 26 May, 15:00 -17:00

Get involved!

Would you like to share an event or offer across the South West? Would you like to contribute to the next edition, share some local news or good practice? Do [get in touch](#) and let us know.



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 you would like this newsletter in an alternative format, please get in touch with 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.

Please access our [Wellbeing and Inclusion Resources](#) for further information on Health and wellbeing resources available to colleagues participating in South West Leadership Academy programmes.

About This Email

You are receiving this email because you are registered to receive email news and offers from NHS South West Leadership Academy.

About Us

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