

## Leadership Outlook: June 2021 Edition

Please [get in touch if you require this newsletter in an alternative format](#).



Welcome to the latest edition of the Leadership Outlook. We are pleased to share with you a number of Leadership Development opportunities. These include 'Complexity and Healthcare – an introduction to sensemaking' and the third instalment of the 'Slow Swimming Club – The Road Shared'.

This month, we also have the pleasure of welcoming the lovely Ellie Jullens to the team as our Leadership Development Coordinator. Ellie will be focusing on supporting our Primary Care and System Leadership portfolio and will be a fantastic addition to our team.

As we celebrate Pride Month 2021, here at the South West Leadership Academy, we are honoured to share with you contributions from the region. These focus on intersectionality, personal experiences of coming out at work and the importance of appearing and existing authentically. A special thank you to Sharifa Hashem, Michail Sanidas, Nora Latapi-Dean and Erk Gunce. All articles can be found within our Equality, Diversity and Inclusion Corner.

We hope you enjoy this edition and find the new layout more accessible. Please do send any feedback to [Leadership.sw@leadershipacademy.nhs.uk](mailto: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**

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## [Welcome to Ellie Jullens \(Pronouns she/her\), Leadership Development Coordinator!](#)



I have recently joined the South West Leadership Academy as the Leadership Coordinator for Primary Care and Systems and it is a pleasure to be able to introduce myself to you.

This is my first time working for the NHS, so there is a lot for me to learn, but I am really excited to be joining at this time of change and looking forward to supporting our South West leaders through this.

[Read more from Ellie Jullens](#)

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## [Complexity and Healthcare – an introduction to sensemaking](#)



The South West Leadership Academy are pleased to invite you to a live event, Complexity and Healthcare – an introduction to Sensemaking, taking place on Wednesday 7th July, 13.00 – 15.00.

Consisting of two keynotes delivered by Dave Snowden and Nora Bateson, and followed by a facilitated conversation and Q&A, the event will introduce the foundation concepts behind the full programme and offer an insight into the pioneering and vital ideas that shape Dave and Nora's work in complexity.

[Find out more and register your place](#)

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## [The Slow Swimming Club – The Road Shared](#)



The Road Shared includes stories and perspectives on culture and community. The water we swim in is the culture that we live in. If we live in an isolated competitive culture then it is harder to go long distances. If we live in an interdependent supportive culture, we can go a lot further. How do we celebrate the world we are in? How do we value what is already there? What do we need to change to make it stronger?

[More information on Slow Swimming Club and registration form](#)

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## Workforce Wellbeing during the Pandemic and Beyond



By Katherine Heredge, (pronouns She/Her), NHS Graduate Management Trainee - Human Resources.

The wellbeing of our workforce is something I am hugely passionate about, and my varied role on the HR specialism of GMTS has allowed me, in many ways, to adopt a role of “caring for the carers”.

Supporting the wellbeing of our workforce is very much a challenge faced by NHS colleagues throughout the UK, and I am looking forward to seeing this being further embedded in our work as we move forward together.

[Read more from Katherine Heredge](#)

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## Equality, Diversity and Inclusion Corner

### Observing Pride Month

#### Foreword from our Inclusion Coordinator



Erk Gunce

(Pronouns: He/Him)

Pride is a song some of us can sing from rooftops.  
Pride is a song some of us can only whisper.  
For some, it is a song interrupted mid-chorus, with a loud bang.

I celebrate pride, but pride lures shame.  
Families stalking their own children to figure out if they're gay.  
Jolly nights out turned eerie and grey.  
What will society say?  
Instead we decay.

In moments dreary and dark, a consolation, if you can call it that: at least I'm alive for another day.



12<sup>th</sup> June was the fifth anniversary of the fatal attack on Pulse gay club in Florida, where 49 queer people and allies were killed. Queer people across the world continue to face disadvantage in many areas of life, including micro-aggressions, discrimination, intimidation, assault and murder.

In considering how we can adapt LGBT+ inclusive practice within our leadership programmes, there are several questions to ask:

- Are we citing authors from LGBT+ backgrounds or are we only referencing the ideas of privileged individuals?

- Are we sharing our pronouns when introducing ourselves during leadership development offers, and are we avoiding assumptions about other people's pronouns?
- Are we making a conscious effort to contract LGBT+ trainers to run our learning offers?
- How are we evolving our medical practices to be inclusive of queer patients?
- Are we asking equality monitoring questions to understand whether LGBT+ people are represented in, and satisfied with, our leadership programmes?
- If using visuals, scenarios or case studies in our learning materials, are we raising the visibility of queer people through our course content?

When it comes to sexuality, I am pleased to report that LGB people are over-represented in the South West Leadership Academy's leadership development programmes, when compared to the wider South West. What's more, our course participants are more comfortable sharing their sexual orientation than the wider South West population. 10.78% of our course participants withhold their sexuality data, compared to 28.4% of staff in the wider South West.

When it comes to gender, we have recently updated our Equality Monitoring Form to include a question on trans identities. Furthermore, we have recently launched a targeted leadership development offer for trans colleagues. We will continue supporting the region in advancing equality of opportunity for LGBT+ employees and patients.

To showcase our pride in being who we are, I am pleased to share 3 blogs from colleagues in the South West, on the meaning and urgency of Pride.

In solidarity, and with much pride,  
Erk

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## My Intersectional Story



By Sharifa Hashem (pronouns: she/her), Head of Equality, Diversity and Inclusion at the South Western Ambulance Service Foundation Trust (SWASFT).

Sharifa shares her experiences as a female gay immigrant. As an Arab British living in Devon, she highlights the importance of intersectionality in all things inclusion.

[Read Sharifa's story.](#)

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## Somewhere over the rainbow

by Michail Sanidas (pronouns: he/him), Senior Regional Programme Lead in NHS England and Improvement's South West Talent Team.

Michail describes the history of Pride, the issues facing the queer community today and his personal experience of coming out at work.

[Read Michail's story.](#)

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## LGBT+ Perspectives: Appearance at work



by Nora Latapi-Dean (pronouns: she/her), Talent Management Administrator at the NHS England and Improvement's South West Talent Team.

Nora shares the importance of appearing and existing authentically – and how workplace experiences can deter colleagues from being their true self at work.

[Read Nora's contribution.](#)

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## South West Virtual Disability Summit



South West Equality and Inclusion Team, NHS England and NHS Improvement are holding a virtual disability summit for the South West on Wednesday 23 June between 10AM and 2 PM. If you are interested in attending, please [book your place onto the Disability Summit.](#)



## Vacancy: Chair of Trustees within the Arts and Health South West

Are you interested in arts and health and looking for a new challenge at Board level? Arts and Health South West (AHSW) are looking for a new Chair of Trustees.

AHSW has a strong board of committed and proactive trustees and a small and efficient team of staff. They're looking for a new Chair to take them into the next stage of their development. The successful candidate should be passionate about the field of arts and health. They should also be committed to advocate for the benefit of the arts for health and wellbeing.

Applications are open until midnight, Friday 25th June 2021.

[More information on the Chair of Trustees vacancy](#)

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## Leadership Development Opportunities

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

Offer
<a href="#">Getting Started with Coaching Outdoors</a>
<a href="#">Nature as Co-Facilitators</a>
<a href="#">The Slow Swimming Club – The Road Shared</a>
<a href="#">Complexity and Healthcare – an introduction to sensemaking</a>
<a href="#">Sensemaker App</a>

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### Dates for your diary

- [Complexity and Healthcare – an introduction to sensemaking](#) Wednesday 7th July, 13.00 – 15.00
- [Slow Swimming Club](#) – 26<sup>th</sup> July, 15:00 -17:00

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### 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 \(pronouns: he/him\)](#). 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

NHS South West Leadership Academy  
South West House,  
Blackbrook Park Avenue  
Taunton,  
Somerset  
TA1 2PX

Email: [leadership.SW@leadershipacademy.nhs.uk](mailto:leadership.SW@leadershipacademy.nhs.uk)

Website: [www.southwestleadership.nhs.uk/](http://www.southwestleadership.nhs.uk/)

Tel: 0208 103 13 61

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