
Leadership Outlook: August 2021 Edition

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



Welcome to the August edition of our Leadership Outlook. As many of you know, I have recently been deployed to the National vaccination programme and I am now more or less back in the day job! It was lovely seeing a few of you during my deployment and it made me appreciate how skilled our South West folk are and in particular those working in the development space, it seems we can turn our hands to most things! I am grateful to my team for 'holding the fort' so well and developing and delivering some really new and interesting work, which you have been telling us you want more of and also how you value the opportunity to take a breath and reflecting on the past year or so. I know not everyone gets the opportunity to access our offers, so if you feel you have colleagues who might not receive our information please pass on this newsletter to them and encourage them to get in touch.

Within this edition we are pleased to share with you the appointment of the new Chief Executive Officer of NHS England, Amanda Pritchard. Amanda initially joined the NHS through the multi-award winning Graduate Management Training Scheme and is the first woman to hold this role.

We also introduce another team member, this month, it's our wonderful Leadership Development Manager, Becky Williamson. Becky has joined us on a secondment from the Midlands Leadership Academy, covering maternity leave. We are very pleased to welcome Becky to the team, bringing with her a wealth of knowledge to share within the South West region.

Amongst a number of new offers listed below, we have been working behind the scenes to bring you a portfolio of our offers for 2021/22. Please do [sign up for South West Leadership Academy's updates](#) to ensure you receive a copy as soon as it's released.

Christina Quinn (Pronouns she/her)

Head of Leadership and Life-Long Learning – South West

Welcome to Becky Williamson (Pronouns she/her), Leadership Development Manager!



The focus of my work is Leadership Development and Coaching. I am a Healthcare Leadership Model 360, Action Learning Set and My Everything DiSC Facilitator, qualified Coach and experienced in programme delivery. Scoping, commissioning and design of leadership interventions and relationship management are a large part of my role.

I have a clinical background having qualified as an Occupational Therapist in 2008. I was awarded the Nottinghamshire Roosevelt Travelling Scholarship 2012 which provided the fantastic opportunity to research the role of Occupational Therapy in early rehabilitation at Major Trauma Centres of America.

[Read more from Becky Williamson](#)



[Interdisciplinarity as a Leadership Practice – Building capacity for recovery and growth in systems](#)

Interdisciplinary practice is about learning to make sense of the knowledge, advice and data we get from different sources. It is, if you like, a kind of 'meta-expertise'. More straightforwardly, it's about learning to operate in information-rich environments.



While disciplines equip us with specific lenses, tools and vocabulary, interdisciplinary practice helps us to see the world, identify and engage with the diverse information types we need, and collaborate effectively with colleagues beyond our own areas of specialism.

[Find out more about Interdisciplinarity as a Leadership Practice](#)



[Presence and Impact in the Virtual Space – How the use of Story Telling can support](#)

This programme has been designed to support anyone working in a Primary Care Network to improve their presence and impact in a virtual space.



This bespoke series of five workshops will be aimed at anyone working in Primary Care Networks who would like to improve their online presence, deal with nerves, improve their public speaking skills and overall increase their impact and rapport.

[Find out more about Presence and Impact in the Virtual Space](#)

[Storytelling: How story serves the Leader](#)



During the summer of 2021, we had the privilege of working with Clare Murphy to facilitate a number of workshops focusing on the importance of Storytelling.

This month, we have the pleasure of sharing a poem and painting focusing on the Meandering Road by one of our participants, Deborah O'Nyons, NHS Kernow Clinical Commissioning Group - thank you Deborah.

[Read Deborah's poem](#)

[Deepening Creative Practice through an Inclusion Lens](#)



We are currently in the design phase of an experiential, participatory and interventional programme in four seasons: learning, co-curating and co-creating on the **theme of vulnerability** in NHS organisations in South West England.

Deepening Creative Practice aims to deepen and expand practice and repertoire in working with difficult and sometimes intractable problems within organisations and wider society through the weaving together of social science and artist-led workshops.

[Find out more and express an interest in the Deepening Creative Practice programme](#)

Equality, Diversity and Inclusion Corner

Foreword from our Inclusion Coordinator



Erk Gunce

(Pronouns: He/Him)

A very warm welcome to our Inclusion Corner! I am writing to you, feeling energised, as I recently reunited with my mum after not seeing her for nearly 2 years. As an ethnic minority employee, who is not from the UK, the pandemic has been very challenging for me. I was unable to visit my home country due to the restrictions and risks as a clinically vulnerable person. I felt increasingly lonely, but the reunion was a much needed relief. My family back home live with much uncertainty, since the supply of COVID vaccines is unreliable. We're unsure whether booster vaccines will be available. Please continue supporting your international colleagues who are far away from their loved ones or whose families face uncertainty in relation to COVID protection.

I recently delivered Equality Impact Assessment (EIA) training to the Academy team. Equality Impact Assessments are crucial in considering how our training programmes might positively or negatively impact different minority groups, and steps we can take to mitigate against negative impacts. For example, when running a training programme, an EIA prompts us to consider whether our venues have childcare facilities for parents, prayer and reflection rooms for colleagues with religious or spiritual beliefs, gender-neutral toilets for our non-binary participants and accessible facilities for our disabled learners. These will be crucial considerations when we resume in-person training.

I've also been auditing our training materials for digital accessibility. It is crucial for our documents to be accessible to all our disabled or neurodiverse colleagues. I am training the Academy team on some of the in-built accessibility features in Microsoft, such as the Accessibility Checker, Focus Mode, Immersive Reader and Read Aloud. Please get in touch if you have any accessibility good practice to share.

Sunday the 22th August was Rakshabandhan, a Hindu festival. According to the [Indian government webpages](#): 'this festival celebrates the love of a brother for his sister. On this day, sisters tie rakhi on the wrists of their brothers to protect them against evil influences, and pray for their long life and happiness. They in turn, give a gift which is a promise that they will protect their sisters from any harm. Within these Rakhis reside sacred feelings and well wishes. This festival is mostly celebrated in North India.' I would like to wish a very Happy Rakshabandhan to colleagues celebrating this festival.

I have recently been analysing the equality monitoring data of the colleagues who attend our leadership programmes. I am pleased that disabled people, ethnic minorities (from a colour and ethnic origin perspective), and Lesbian, Gay and Bisexual people are over-represented in our courses, compared to the wider South West NHS workforce. That said, ethnic minorities from a nationality perspective (international colleagues), trans colleagues, colleagues under the age of 35 and above the age of 55 and colleagues on parental leave are under-represented in our courses. I am keen on ensuring that our training programmes become more representative of these communities. If you support any staff diversity networks or if you belong to any of these communities yourself, please get in touch. I would love to discuss ways of making our programmes more representative.

In other news, recruitment to the [Stepping Up Programme](#) will begin in the coming weeks. This is a leadership development programme for ethnic minority colleagues in Pay Bands 5 to 7 who are aspiring to progress onto more senior roles. Places are limited, so keep an eye out and apply early if this is of interest.

This week, I am pleased to share 3 articles with you. In these articles, NHS colleagues share their experiences of fertility treatment, pregnancy, mental health and hearing loss. I have also written an article on inclusive recruitment top-tips.

Until next time,
Erk



[Eating disorder recovery, fertility treatment, hearing loss and COVID: Emma's story](#)

Emma Mendes da Costa (pronouns: she/her), shares her experience of fertility treatment, pregnancy, eating disorder recovery and hearing loss, while also dealing with the demands of the pandemic. She describes her experiences of lip-reading during a time when many people are wearing face masks, the different stages of her NHS fertility treatment and the flexibility she was given at work to cope and thrive.

[Read about Emma's intersectional experiences during COVID-19.](#)



[Embarking on the next chapter](#)

Our Leadership Development Coordinator, Tasmin Richardson (pronouns: she/her), shares her feelings as she embarks on maternity leave. She shares the benefits of home-working while pregnant, her excitements and fears about motherhood and her experiences of attending virtual antenatal classes.

[Read Tasmin's reflections on her upcoming maternity leave.](#)



[Current recruitment trends and inclusive recruitment tips](#)

Our Inclusion Coordinator, Erk, shares the current recruitment trends. He summarizes the findings of the recent Labour Market report by the Chartered Institute of Personnel and Development (CIPD). He analyses what the data means for the NHS. Lastly, Erk provides suggestions on inclusive recruitment. How do we provide a welcoming, dignified, inclusive recruitment experience for under-represented or marginalised candidates?

[Read Erk's article on inclusive recruitment](#)



[Pride in the NHS Week and NHS Virtual Pride](#)

The first ever national Pride in the NHS Week and NHS Virtual Pride finale will take place within an always-on, virtual festival arena, open to all from 6th to 10th September.

Join the NHS England and Improvement People Directorate and LGBT+ Network for...Pride in the NHS Week, five days dedicated to LGBT+ NHS colleagues, topics, speakers, chats, careers, health and more.

[Read about NHS Virtual Pride and book your place.](#)



[South West Inclusive Talent Management Masterclass Series: Schedule Confirmed](#)

Talent Management Inclusive Masterclass Series schedule (in collaboration with the Midlands Talent Team):

- 20th October, 1 to 3PM: Black History Month
- 24th November, 1 to 3PM: Disability History Month
- 15th December, 1 to 4PM: Detailed half-day Masterclass on Recruiting & Promoting BAME Leaders Inclusively with Cultural Intelligence
- 19th January, 1 to 3PM: Developing Diverse and Equitable Talent Succession Pipelines – the Talent Lifecycle Through an Inclusion Lens
- 8th March, 1 to 3PM: International Women's Day- Allyship and Staff Engagement

Registration for these events will open near their respective dates, but if you would like to be added to the Talent Mailing List or have any specific queries, please don't hesitate to [contact the talent team](#).

Leadership Development Opportunities

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

- [Interdisciplinarity as a Leadership Practice \(Part two\)](#)
- [Presence and Impact in the Virtual Space](#)
- [CPD for Healthcare Leadership Model \(HLM\) Facilitators](#)
- [Sensemaker App](#)

National Updates

New Chief Executive Officer, Amanda Pritchard



Amanda is the first woman in the health service's history to hold the post, she will lead the NHS at a hugely important time as the health service emerges from a pandemic and having led the biggest and fastest vaccination programme in this country's history.

She could have had no better preparation for the role than serving as the NHS' Chief Operating Officer during the greatest health emergency in its history.

Amanda joined the NHS through its graduate management training scheme in 1997 and has held a variety of other NHS management positions since then.

[Read the official announcement on our new Chief Executive Officer](#)



The Latest NHS People Bulletin

A message to #OurNHSPeople from Prerana Issar, further information about NHS Virtual Pride, woman health worker Occupational Health update and so much more.

[Read the NHS People Bulletin](#)



Continuing Professional Development for Healthcare Leadership Model (HLM) Facilitators

The NHS Leadership Academy are delighted to offer a series of bitesize CPD sessions for accredited HLM Facilitators in 2021-22.

The sessions are open to all HLM Facilitators, including those who have not had the opportunity to practice within the past year, and will take place online using Microsoft Teams. Each will be 90 minutes long, with a maximum of 20 participants for each session to encourage interactive discussion. All sessions are free to attend.

[Find out more about CPD for HLM Facilitators](#)



National Leadership Academy Programmes

We are pleased to inform you that a number of NHS Leadership Academy's Leadership Development Programmes are open for applications.

[Read more on the NHS Leadership Academy website](#)



Contribute to our newsletter

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 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

Website: www.southwestleadership.nhs.uk/

Tel: 0208 103 13 61

© Copyright 2021 | All rights reserved NHS South West Leadership Academy

You can [unsubscribe from our newsletter](#) at any time.