

South West Leadership Academy

Portfolio 2021 – 2022



NHS South West Leadership Academy

www.southwestleadership.nhs.uk

If you require this document in an alternative format, please **[email the South West Leadership Academy](#)**.

About us

NHS South West Leadership Academy



The NHS South West Leadership Academy's philosophy is simple – great leadership development improves leadership behaviours and skills. Better leadership leads to better patient care, experience and outcomes.

Our purpose is to work with our partners to deliver excellent leadership across the NHS to have a direct impact on patient care. We offer a range of tools, models, programmes and expertise to support individuals, organisations and local partners to develop leaders, celebrating and sharing where outstanding leadership makes a real difference.

Here at NHS South West Leadership Academy, we are responsible for the design, creation and delivery of our interventions. We work to empower people in the South West to secure better health, care and wellbeing outcomes through leadership. Wherever opportunity lies – within the system and across diverse communities — we work to develop compassionate leaders and the conditions for inclusive, future-focused leadership.

Here are a few quotes from our previous programme participants:

- “This has been the best two hours of my (working) life over that past year: Thank you to all those on-screen and in chat for your reflections” **The Slow Swimming Club**
- “Facilitator created an incredible learning environment. The session was both powerful and moving.” **Supporting Emergent Voices for Collective Power**
- “Time out space which blew the cobwebs away from my tired mind and furnished it with possibility” **Storytelling: How Story Serves the Leader**
- “I appreciated having a chance to give this topic some space, and to work with others in order to gain new perspectives. This work has been on the backburner for a while now and I now feel much more energised to take it forward.” **Developing a Coaching Culture**
- “I feel we are getting to know each other as a group and we can be open about some of the difficulties we are facing, swapping practical tips as well as gaining from the programme content.” **Virtual Facilitation Programme**

Christina Quinn (Pronouns: she/her)

Head of Leadership and Life-Long Learning – South West

Contents

Page title	Page number
Our Journey	4
Our NHS People Promise	4
Our Footprint – South West Region	5
Our Team	6
Supporting you through Winter	7
Development Opportunities, October – December 2021	16
Resources and Toolkits	17
Offers in design	18
Bespoke System Leadership Development	19
Graduate Management Training Scheme	21
NHS Leadership Academy's Programmes	22
Equality, Diversity and Inclusion Statement of Commitment	25
Contact us	25

Our Journey

The [NHS Leadership Academy](#) was established on 1st April 2012 to develop outstanding leadership in health in a consistent, systematic manner to ensure there is sufficient scale and pace to deliver the leadership required for the transition and to lead the new system within a tough financial regime requiring high levels of innovation, engagement and devolution.

Leadership development has been a regional priority in the South West since 2006. Recognising this long-standing commitment to improving health and care through the development of effective leaders at all levels, the NHS South West Leadership Academy was formally authorised as a Local Delivery Partner of the National Leadership Academy on 5th December 2012.

On 1 April 2019, the NHS Leadership Academy moved to NHS England and NHS Improvement, in order to directly support the leadership and talent management requirements of the [NHS Long Term plan](#).

With the publication of the [People Plan](#) in July 2020, we have a clear set of objectives to deliver in these exceptional operating conditions to ensure that we help leaders to meet our People Promise and continue to evolve a sustainable health and care system.

Our NHS People Promise

The [NHS People Promise](#) is a promise we must all make to each other – to work together to improve the experience of working in the NHS for everyone.



Our Footprint – South West Region

Bath and North East Somerset, Swindon and Wiltshire: The health and care needs of the local population across B&NES, Swindon and Wiltshire are diverse and B&NES, Swindon and Wiltshire Integrated Care System (ICS) are developing a joint approach that takes this local variation into account, to drive greater efficiency and improvements in quality across the health and care system.

Cornwall and the Isles of Scilly Health and Care Partnership: The Cornwall and the Isles of Scilly Health and Care Partnership programme is founded on collaboration and integration to ensure the local people stay as healthy as possible for as long as possible with community services that everyone can be proud of.

Healthier Together Bristol, North Somerset and South Gloucestershire: Healthier Together represents a commitment to work together on improving health and care in Bristol, North Somerset and South Gloucestershire. The partnership is about tackling the issues that matter most and finding ways to continue providing safe, high-quality care for generations to come.

One Gloucestershire: ‘One Gloucestershire’ is the working name given to the ICS partnership between the county’s NHS and care organisations, with the goal of keeping local people healthy, supporting active communities and ensuring high quality, joined up care when needed.

Our Dorset: Dorset’s integrated care system, known locally as ‘Our Dorset’ has evolved from years of partnership working to improve services. The ambition is to see every person in Dorset stay healthy for longer and feel more confident and supported in managing their own health.

Somerset: Somerset’s ICS plan aims to help bring about lasting change in local services so we can help people to improve their health while making sure they get the best care and treatment when they need it.

Together for Devon: Together for Devon is a partnership of organisations who provide health and care services in Devon. Through collaborative working, it aims to transform health and care services so they are clinically, socially and financially sustainable

- NHS England & NHS Improvement



Our Team



Christina Quinn (she/her)
Head of Leadership & Lifelong Learning



Angela Hayday (she/her)
Systems Leadership Development Senior Manager



Zoe Spittle (she/her)
Primary Care Programme Manager



Lucy Peach (she/her)
Leadership Development Senior Manager (Mat leave)



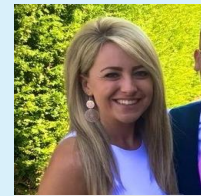
Eleanor Wallace (she/her)
GMTS Leadership Development Senior Manager



Aimee Benson (she/her)
Business & Performance Manager



Rebecca Williamson (she/her)
Leadership Development Manager



Tasmin Richardson (she/her)
Leadership Development Coordinator (Mat Leave)



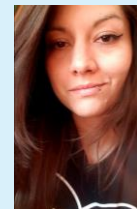
Ellie Jullens (she/her)
Leadership Development Coordinator



Connie Chueng (she/her)
Leadership Development Coordinator



Andrew Davidson (he/him)
Leadership Development Coordinator (GMTS)



Nora Latapi-Dean (she/her)
Positive Action and Inclusion Coordinator



Kate Westcott (she/her)
Business Support Officer



Claire Jacques (she/her)
Leadership Development Administrator



Shannon Ackland (she/her)
Business & Performance Officer



Supporting you through Winter

Purpose of the Winter Package

As we continue to experience a deeply challenging and uncertain environment, and as increasing demands on our time, attention, energy and capacity may become detrimental to health and well-being, we are sharing again our current portfolio of opportunities with additional resources that have been designed to respond to the pressures of winter.

At the SWLA, we have committed this year to building our portfolio around three major themes - recovery, integration and cultural change – and we have been inspired by the interest, participation and feedback for these experiences and programmes. Through our collaboration with the leadership community and our thinking partners, we continue to introduce new and emerging ideas in leadership practice that we hope will have a powerful impact on the future of health and care in the South-West.

Importantly, now is the time to refocus and reframe our portfolio to respond to the next step in recovery for the region. We know that recovery is a term that provokes debate, and that for many, it is a personal journey. For us, recovery is not simply about asking you to become more resilient in the face of impossible demands, nor is it producing out-of-context, at scale interventions that only demand more time, and more energy, with little genuine application or acknowledgement as to how you meet the challenges of change in your environment. However, we also know that for many, access to open resources and a community can provide deeply powerful experiences that can lift, sustain and retain your energy, hope and ambition. We will continue to signpost to resources.

Therefore, we offer below what we hope is balanced, meaningful support for the multiple demands of winter, and the ongoing pressures we are facing. These include bitesize workshops, resources and stories to inspire system change, and the return of the Slow Swimming Club. For those that can, that want to, or those that feel inspired to try, we also have more experiential, longer form programmes that seek to continue elevate our collective practice of leadership that can respond to crisis, but that is rooted in hope.

Offer have been categorised by the following:

- Health and Wellbeing
- Leadership and Management Offers
- Coaching and Mentoring
- Online Resources

Health and Wellbeing

Bitesize Wellbeing Workshops			
Reflect, Revive and Refresh	Emotions Matter	Boost Your Bounce	You Matter
<p>We will help you to explore and to learn the scientifically proven tools and techniques which will have long term benefits for your own wellbeing and in your teams. We will explore the latest developments in neuroscience to help you, for the next phase of recovery.</p>	<p>Emotions matter for health and wellbeing – how we feel influences our bodies, including physical and mental health. Learning to regulate unpleasant emotions and experience more positive emotions have been shown to have health benefits including greater resilience.</p>	<p>We will explore the latest developments in neuroscience, positive psychology and resilience to help you enhance your own well-being, feel less pressured and facilitate resilience and well-being in your teams.</p>	<p>Investing in our own wellbeing and developing greater self-compassion needs to be a priority. Each of us is different and there is no one right way to do this – the methods we choose to invest in our wellbeing is not so important but doing it is vital.</p>
Find out more here			

Wellbeing Resources – Podcasts, Blogs & Mindfulness Sessions	
Podcasts	Blogs
<p>The impact of Covid-19 and winter pressures continue to disrupt and interrupt our everyday lives in many ways, and we are all experiencing a level of change that is both unprecedented in speed . The impact of this has been felt more acutely and keenly by those working for at the front-line of patient care or working hard to maintain a service in extremely challenging circumstances.</p> <p>Through a series of three podcasts, we aim to provide some thoughts, ideas and strategies to help you make sense of your experience over recent months and move through the next phase of response.</p>	<p>In addition to, or in place of the podcasts you may find it helpful to have the opportunity to take 10-15 minutes time to read and reflect.</p> <p>We have a series of blogs, around a range of topics or with the aim of supporting you during these particularly difficult months.</p> <p>There are a variety of titles around mindfulness, compassion, adapting to uncertainty and taking time to pause.</p> <p>We hope you find these useful during this time.</p>
View podcasts & blogs here	



Mindfulness Sessions

When you are mindful you know that you are mindful; you are aware of what you're thinking, feeling and sensing in your body.

Due to workplace demands of multitasking, instant messaging and constant connectivity, we can find it increasingly difficult to switch off and concentrate, which can have a negative impact on wellbeing as well as our performance. Mindfulness practice helps us become aware of how our own thoughts and feelings impact our experience of the world around us.

Click the link below to sign up for our weekly mindfulness sessions starting December 2021. There is no requirement for you to attend all sessions. You can select the dates that work for you.

[Find out more here](#)



Leadership & Management Offers

Supporting Change: Masterclass Series – Stories of Change		
<p>Workshop 1: Introduction to System Change (11th November 2021, 14:00-15:00)</p> <p>This first session introduces what is systems change, why it is critical to understanding and solving complex challenges, and how does it inform change?</p>	<p>Workshop 2: Iceberg Model - The Rise of the US Civil Rights Movement (18th November 2021, 14:00-15:00)</p> <p>This session discusses The Iceberg Model; typically used in systems diagnosis, can help us explore blind spots, question assumptions and challenge mental models underneath pivotal events.</p>	<p>Workshop 3: Multi-level Perspective - The Birth of Rock N Roll (25th November 2021, 14:00-15:00)</p> <p>This session discusses The Multi-Level Perspective framework; typically used in systems diagnosis, can help us understand transitions in history, such as the seemingly sudden rise of Rock 'n' Roll in the 1950s.</p>
<p>Workshop 4: Levels of Paradigm: Creating Resilient Communities in Mexico City (2nd December 2021, 14:00-15:00)</p> <p>The Levels of Paradigm, typically used in whole systems thinking, can help us shift from sustaining systems to restoring and regenerating.</p>	<p>Workshop 5: Stories of Change: Three Horizons - Emergence of Humanised Healthcare (9th December 2021, 14:00-15:00)</p> <p>This session explains the Three Horizons framework using the example of a radical reframing of healthcare services in Fife, Scotland that shifted discussions about diagnosis and treatment into meaningful conversations about living a fulfilling life.</p>	<p>Workshop 6: Stories of Change - A Practitioner's Approach to Systems Change (16th December 2021, 14:00-15:00)</p> <p>In this session, we will look at how different approaches helps us with our systemic practice whilst also exploring what it means to intervene in systems.</p>
<p align="center"><u>Register for Masterclass Series: Stories of Change here</u></p> <p>Please note that once you have signed up to a minimum of 1 session, you will provided with a link to watch recordings of all sessions. However we do encourage live participation where possible.</p>		



Bitesize Safe Winter Leadership Offers			
<p>Art of Being Brilliant</p> <p>During uncertainty and complexity, it's even more important that you know how to be at your best.</p> <p>We all know how to be the best, brilliant version of ourselves, but at times this can be hard and as a leader, it's even more challenging.</p> <p>The art of Being Brilliant aims to help you shine by reconnecting you with you.</p>	<p>Rising Stronger</p> <p>The world has moved on and so must our thinking and behaviours. This session is about nudging you to remember who you are at your best with individual and team resilience at its core.</p>	<p>Understanding trauma in Healthcare</p> <p>For leaders in the NHS who would like to understand what trauma looks like and how it can impact your staff and yourself.</p> <p>An understanding of what trauma is, how it impacts people at an individual level and the systems or teams they work within.</p>	<p>Supporting Your People When Noticing Burnout</p> <p>Designed for staff who are concerned that their teams are working through times of extreme pressure and want to know how to better understand and support their people.</p>
<u>Find out more here</u>	<u>Find out more here</u>	<u>Find out more here</u>	<u>Find out more here</u>

Leadership Learning Zone

We know how important it is for clinicians and leaders at all levels to keep their skills updated to inspire and lead their teams. Equally, we understand how crucial it is for you to personally improve your skills and effectiveness.

Truly authentic leadership is a journey and these online modules that we have created will enable you to support that journey to truly realise your potential.

22 eLearning modules complimented by training events and workshops to help you lead your team

Coming soon



Spaces for Recovery – the Slow Swimming Club

Following the overwhelmingly positive feedback to the first Slow Swimming Club, we will again be inviting our storyteller-in-residence, Clare Murphy, to host a series of virtual spaces where creative, joyful and stimulating ideas are explored to help shape the way we revisit recovery and (re)find our path through the existing and emerging challenges we face in work, and life.

Each of the three sessions will last for 90 minutes, and be open to all. Clare will host a carefully curated selection of contributors from around the world – from NASA to poets, and lots in between; come to listen, to be heard, and to join a community where the ethos is ‘the faster we go, the slower we need to be’.

(Re) Purpose – Clare Murphy December	(Re) Discovery – Clare Murphy January	(Re) Emergence – Clare Murphy February
--	---	--

Registrations coming soon

We Cannot do this Alone: The Power of Communities – Cormac Russell

13th December 2021, 14:00-16:00

The relationship between organisations and communities across the world is changing and this change is going to require a fundamental shift in behaviours from both officers in organisations and residents in communities.

In this stretching and refreshing master class international speaker and author Cormac Russell, will draw on the concepts and approaches from his latest book: [*Rekindling Democracy: A Professional's Guide to Working in Citizen Space*](#) to facilitate a wide ranging discussion on how best to put communities at the centre of change and how this can support recovery.

[Find out more here](#)



Leading with Hope

The past year has been incredible challenging for our NHS colleagues. This programme is designed to help leaders be able to foster hope for themselves and within their practice to support colleagues to maintain their health, well-being and continue to persevere with the valuable work they do.

These workshops have been designed for leaders who are curious in the relationship between hope and leadership and how they can create a culture and environment that is centred on purpose and well-being.

[Find out more here](#)

Coaching & Mentoring

Bitesize Coaching for Front-Line Leaders and Managers

In response to the additional challenges this winter, we are pleased to introduce our new, Bitesize Coaching offer to support Frontline Leaders & Managers 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 & Managers can reflect on and explore their concerns, needs and challenges in a constructive way.

Some examples of how coaching has provided an outlet:

- 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
- 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

[Express your interest here](#)

Coaching & Mentoring Register

Coaching

Coaching is one of the key approaches through which leadership within organisations can be developed. Coaching is a method of developing an individual's capabilities in order to facilitate the achievement of organisational success.

Coaching is series of purposeful conversations that unlock a person's potential to maximise their own performance. It helps individuals learn and grow through a collaborative, solution focused, result-orientated process.

Mentoring

Mentoring is a developmental relationship in which one person (the Mentor) – usually someone more knowledgeable (though 'peer' mentoring can be as successful) helps another (the Mentee) to discover more about themselves, and develop their potential capability.

This is achieved through a professional friendship designed to support career progression, widen an individual's networks, develop leadership capability and improve performance.

[Find out more here and sign-up to our registers](#)



Online Resources

Other Resources				
#ProjectM	E-Learning Modules	National Support for Our People	South West Wellbeing Hubs	Health Care Leadership Model
<p>A place and space for team leaders and managers to connect, share and learn together.</p> <p>Through your feedback, contributions and emerging themes we will be releasing new content led by you, for you.</p>	<p>E-learning for healthcare provides e-learning programmes to support the health and care workforce. Topics include coaching skills, managing change, health and wellbeing champions and staff recovery resources.</p>	<p>Supporting our people – helping you manage your own health and wellbeing whilst looking after others. Online resources, guides and programmes to support staff health and wellbeing through the pandemic and beyond.</p>	<p>The staff mental health and wellbeing hubs have been set up to provide health and social care colleagues rapid access to assessment and local evidence-based mental health services and support where needed. The hub offer is confidential and free of charge for all health and social care staff.</p>	<p>The Healthcare Leadership Model is useful for everyone because it describes the things you can see leaders doing at work and demonstrates how you can develop as a leader – even if you're not in a formal leadership role.</p>
<u>Find out more here</u>	<u>Find out more here</u>	<u>Find out more here</u>	<u>Find out more here</u>	<u>Find out more here</u>



Development Opportunities, November – March 2022

Masterclass Series - Stories of Change: How does change happen?

Systems Offer

This virtual 6-part workshop series focuses on four frameworks to help us understand how change happens, diagnose current complex issues and work more systemically with others.

The full workshop series is intended to provide participants with:

- the opportunity to learn and apply multiple tools and frameworks from the cutting edge of the systems change field;
- the guidance from experienced systems coaches in using tools and frameworks in group settings;
- a virtual learning environment to skill up on key system change capabilities such as systems diagnosis and interventions; and
- exposure to an active community of systems leaders across the world.

Apply for the Masterclass Series

Enrol Yourself - Learn to design and deliver peer-led learning, development and change

Systems Offer

Through this 3-day training, invest in your ability to apply collaborative, peer-led approaches to support your aims, objectives and live challenges.

Aims of the programme:

1. Understand where you can apply peer-led approaches to support your aims, objectives and live challenges
2. Use cutting edge approaches to transformation, culture and learning for your programmes and initiatives
3. Feel confident generating great chemistry in peer groups online and offline
4. Make a strong case and advocate for these approaches by articulating the value of peer-to-peer
5. Reinvigorate organisational culture post-Covid by supporting a culture of ongoing learning and collaboration



[Apply for Enrol Yourself](#)

The Five Behaviours of a Cohesive Multi-Disciplinary Team (MDT)

Primary Care Offer

Quite simply, a cohesive team needs to master 5 behaviours: building vulnerability-based trust, mastering open conflict, achieving commitment, embracing accountability, and focusing on results. Each behaviour builds on the previous one, so cannot be addressed in isolation. All MDT members will have a meaningful understanding of themselves and their MDT colleagues, which is why the programme is reinforced by the Everything DiSC® Workplace Profile.

The programme is designed for either established MDTs or individuals that would like to form an MDT. Each MDT should consist of between 4 to 8 team members. The MDT should be working in a primary care network in the South West region.

[Find out more here](#)

Leading with Hope

Leadership Development (Open) Offer

The past year has been incredible challenging for our NHS colleagues. This programme is designed to help leaders be able to foster hope for themselves and within their practice to support colleagues to maintain their health, well-being and continue to persevere with the valuable work they do.

These workshops have been designed for leaders who are curious in the relationship between hope and leadership and how they can create a culture and environment that is centred on purpose and well-being.

[Apply for Leading with Hope](#)

Resources and Toolkits

We are pleased to share with you a number of Resources and Toolkits:

[Coaching Register](#)

[Health Care Leadership Model](#)

[Mentoring Register](#)

[Sensemaker App](#)

[Coaching Journal](#)

[Team Development Toolkit](#)

[Podcast Series, Reflection and CPD](#)

[Wellbeing Podcasts](#)



Offers in design

We have an ongoing programme of design that we hope is reflective of the emerging needs of the region. The following are not guaranteed to go ahead, but we hope that they provide a useful insight into our ambitions and themes for the upcoming months. If you would like to express an interest in any of the below offers, please follow the hyperlinked titles.

[Leading with Hope \[Leadership Development Offer\]](#)

A series of innovative virtual workshops from different perspectives exploring the theme of leading with hope. This is not designed to ignore the trauma of the past year, but to embrace and engage with what we have experienced to lead in a way that supports a hopeful future.

[Exploring Creative Practice \[Leadership Development Offer\]](#)

A new, boundary transcending set of workshops where the arts and social sciences weave together as participants explore creativity in organisations, and in particular through the lens of equality and diversity.

[Ecological Leadership \[Leadership Development Offer\]](#)

This online learning programme is inspired by ideas drawn from an ecological perspective; concepts such as antifragility, 'permaculture' (a practical design structure), biomimicry, and adaptive evolution are explored to stimulate a paradigm shift in mind-set, to develop a suite of skills and build the confidence to lead for systemic change capacity and sustainability.

[Team Coaching \[Leadership Development Offer for Coaches and Mentors\]](#)

Developing coaches who can work in systems and complexity and have the capabilities to enable Teams to align around a common purpose.

[Supervision for Coaches, Mentors and Leaders \[Leadership Development Offer\]](#)

As a coach, mentor or leader you will be holding conversations with people that encourage their growth and development. To do this effectively you need the space to reflect and discuss your practice. These one to one supervision sessions will enable you to hold up a mirror to your practice and think deeply about what you could do differently to enhance the development of others.

[Map the System \[System Leadership Offer\]](#)

Map the System helps you to deeply explore an issue that matters to you, find the levers for positive change, and share your findings with the world.

System Leadership Development

Portfolio – Systems Leadership – August 2021

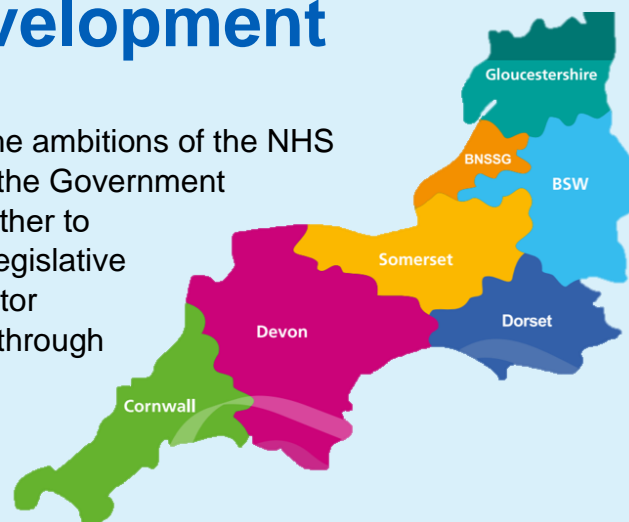
Our systems leadership development offers support the ambitions of the NHS Long Term Plan and the NHS People Plan as well as the Government Policy Paper 'Integration and innovation: working together to improve health and social care for all' which sets out legislative procedures to move the NHS and health and care sector towards improving population health and patient care through integration and collaboration.


The move to 'integrated care systems' with an increasing focus on 'place', and 'provider collaboratives' means the ask of leaders already working in complex and challenging environments is significant. It requires a mindset committed to system goals over single organisational goals in service of communities. It requires the growth and development of strong relationships between individuals working across organisational and professional boundaries, where networks and local approaches are key and a distributed rather than a heroic leadership style dominates.

To support system leaders, we are working with system leads from each of the seven systems in the South West – Bristol, North Somerset and South Gloucestershire (Healthier Together), Bath Swindon Wiltshire, Cornwall, Devon, Dorset, Gloucestershire and Somerset to develop **bespoke and targeted** interventions to develop system leaders. We are developing critical system skills through the provision of three **peer-led and community driven** interventions.

An overview of the offers can be found below. The bespoke nature of these offers means they will not be advertised in the usual way. Instead, we are working with our system colleagues who are promoting the interventions with individuals whose work supports system ambitions. This will ensure the benefits of the investment are maximised. If this is of interest, [please contact us at the South West Leadership Academy.](#)

- **Elevating relational & system leadership** – Bespoke interventions to promote meaningful and transformational relationships with a cohort of leaders working across a system for whom strong relationships are key to the evolution towards thriving models of delivery and transformation.
- **Systems Leadership Masterclasses** - designed to disrupt and challenge conventional leadership thinking and to prepare leaders for the challenge of working in increasingly complex environments
- **Bespoke interventions** – commissioned in discussions with each system to identify interventions specific to system need – three systems are taking up the Leading for Systems Change offer, three systems are developing interventions to build the capacity and capability of existing systems leadership development within their Integrated Care Systems whilst another is exploring a new way of leading in systems by applying frameworks which underpin the ecosystem.
- **ICS Board Development** - facilitated sessions for ICS Boards working together on a shared outcome.



- 
- **Virtual Action Learning Sets (VALS)** - part of national Leadership Academy executive suite offer - A safe space for executive / board level leaders to explore the complexities of current leadership challenges [Connecting and networks – Our NHS People](#)
 - **System Facilitation Series** – The Systems Facilitation Series is a workshops series designed for experienced system change practitioners who are looking to inspire and facilitate others to start their systems change journey.
 - **System Convening** - The workshop engages participants in a reflection on their work from a systems-convening perspective. This entails understanding the mindset that systems conveners bring to their work and an understanding the various dimensions of the work of systems convening.
 - **Enrol Yourself (Learn to design and deliver peer-led learning, development and change)** - To develop a South West community of 'host trainers' trained in peer-to-peer learning methodology and in designing Learning Marathons.

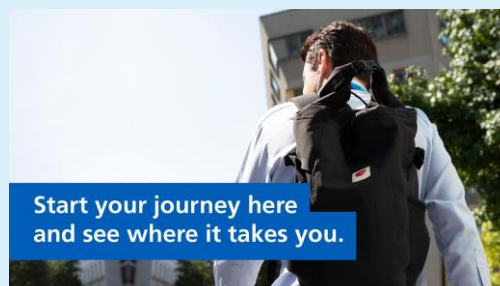
NHS Graduate Management Training Scheme

Applications for September 2022 are now open until 13th November 2021..

As a Trainee on the NHS Graduate Management Training Scheme (GMTS) you will be the road to developing the skills, knowledge, and confidence you need to lead our organisation through its

transformation into an ever more efficient, successful and professional health care service. If you share our commitment to providing a world-class healthcare service, and you have the determination and drive to meet challenges head-on, you will find success with the NHS.

Our Graduate Management Training Scheme is ranked 3rd in the [Times Top 100 Graduate Employers 2021](#). You'll benefit from mentoring, support, and first-class training from some of the most brilliant minds in and outside the NHS. You'll experience some truly life defining moments and be able to influence decisions that improve the lives of millions of people. And, after two years (or two and a half if you choose Finance), you'll be ready to take your career further than you thought possible as you apply for senior NHS roles.



It's not what you are. It's what you will become...

GMTS is open to anyone, provided you have a minimum 2:2 degree (or academic equivalent) and the right to work in the UK for the duration of the Scheme.

[Find out more and apply to the Graduate Management Training Scheme.](#)

If you are currently working in the NHS, you can find out more about GMTS on one of our live webinars, where you will hear about the lived experiences of current trainees and alumni of the programme as well as hints and tips on how to apply.

[Register for one of our live GMTS webinars for NHS Staff.](#)

If you are an organisation looking to host a trainee, [please contact us at the South West Leadership Academy](#) and we can provide further advice and support. We are also running regular refresher training sessions for all GMTS Programme and Placement Managers

[Register for a GMTS Programme and Placement Manager Training Session.](#)



NHS Leadership Academy Programmes

Edward Jenner Programme (National Offer)

Want to get ready for your first leadership or management role? The Edward Jenner programme will build your foundation-level leadership skills. 25 hours over 20 weeks for both levels. Online with interactive discussions.

[Find out more about the Edward Jenner programme](#)

Mary Seacole Programme (National Offer)

If you're in your first leadership role, the Mary Seacole programme will develop your knowledge and skills in leadership and management. 100 hours of online learning plus three behavioural workshops.

[Find out more about the Mary Seacole programme](#)

Rosalind Franklin Programme (National Offer)

For mid-level leaders aspiring to lead large and complex programmes, departments, services or systems. 120 hours of online learning, four days of workshops and small group work.

[Find out more about the Rosalind Franklin programme](#)

Elizabeth Garrett Anderson Programme (National Offer)

For middle to senior leaders, this programme will help you challenge the status quo, drive lasting change and prepare for senior roles. 24-month programme, leads to MSc in Healthcare Leadership

[Find out more about the Elizabeth Garrett Anderson programme](#)

Nye Bevan Programme (National Offer)

If you're a senior leader who wants to move into a board role, the Nye Bevan programme will help you develop the skills attitudes and behaviours you need to succeed. 12-month programme. Online learning, residential workshop and self-managed learning sets.

[Find out more about the Nye Bevan programme](#)

Stepping Up Programme (National Offer)

For Black, Asian and minority ethnic (BAME) colleagues, Stepping Up will help you develop your leadership and management. 5-month programme. Face to face, online and workplace-based learning.

[Find out more about the Stepping Up programme](#)

Ready Now Programme (National Offer)

Ready Now supports senior BAME leaders to move into board level positions and significantly more senior roles. 12-month programme. Face to face, online and workplace-based learning, plus a three-day residential.

[Find out more about the Ready Now programme](#)

NHS Leadership Academy's Prospectus 2021

Coming soon...



Leadership Academy
Prospectus 2021

Our NHS People

Bitesize Learning



Develop new skills and discover new ways to improve your experience of work with short guides developed by experts. Open to anyone in health and care.

[Find out more about Our NHS People's Bitesize Learning](#)

Executive Suite



Supporting senior leaders in health and care. A comprehensive suite of supportive offers and resources for senior and executive leaders in health and care.

They are designed to support you to remain a resilient leader, continue to thrive in your role, and set cultures that value the importance of health and wellbeing.

[Find out more about the Executive Suite](#)

NHS Employers

OD Essentials



Learn about organisational development (OD) models and strategies, and how to lead change in your organisation with our online course. The course will also be useful to chief executives, board-level staff, and anyone involved in leading or shaping change.

[Find out more about OD Essentials](#)



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 improve accessibility, [please email us](#). 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.

Contact Us

leadership.SW@leadershipacademy.nhs.uk
NHS South West Leadership Academy
South West House
Blackbrook Park Avenue
Taunton
Somerset TA1 2PX

Social Media

[South West Leadership Academy Twitter Page](#)

[South West Leadership Academy LinkedIn Page](#)

Website

[South West Leadership Academy Website](#)