
Leadership Outlook: December 2021 Edition

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Welcome to the December 2021 edition of our Leadership Outlook. It has been an extremely busy time for us at the NHS Leadership Academy South West and even busier for you! In recognition of the winter pressures being experienced across the NHS, I am delighted to present our [Supporting You Through Winter](#) offer. Later in this document, you will find a wealth of information on the range of offers we have created to support you during this deeply challenging and uncertain environment. These include Mindfulness Sessions, support for Leaders and access to blogs and podcasts.

In addition, we are pleased to introduce our new 'Health and Wellbeing Corner' to our newsletter. Through this, we will continue to signpost you to our vital support resources.

In this quarterly Newsletter we are also drawing a spotlight on the impact of Coaching and Mentoring and how valuable even a short session can be for achieving a safe psychological space to process thoughts and feelings. Likewise, we focus GMTS in South West and bring you some EDI stories.

We also introduce some more team members, this month, it's our wonderful Connie Cheung, Nora Latapi-Dean and Andrew Davidson. Connie is joining us on secondment from the Avon and Wiltshire Mental Health Partnership covering maternity leave. Nora is also joining us on secondment from NHSEI South West Talent Team. Andrew is joining us from an education background. We are excited about the wealth of knowledge all our new members will bring within the South West region.

My mum hasn't been well recently and has needed some love and attention from our wonderful NHS. She is on the mend and that's due to the continued drive of all our colleagues to keep the value of the NHS in all that we do - and that's putting patients first. If you ask my mum, even though she recognises how busy we all are, the team that is looking after her (so well by the way), are simply the best and that goes for all of you too. So, thank you from my mum and me and all the other families that will receive care and support over the next month.

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

Supporting You Through Winter – SWLA Offer

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 a number of opportunities with additional resources that have been designed to respond to the pressures of winter. We offer below what we hope is balanced, meaningful support for the multiple demands of winter, and the ongoing pressures we are facing.

Below we have highlighted some of our key offers available to you as part of our Supporting You Through Winter offer. You can find our full offers [on our website](#).

Why not follow us on Twitter to hear more about the #SupportingYouThroughWinter offers! Follow us here: @NHS_SWLA



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 here to find out more](#)



Bitesize Coaching for Frontline 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.

[Click here to find out more here](#)



Leading with Hope

The past year has been incredibly 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.

[Click here to find out more](#)



Spaces for Recovery – Slow Swimming Club

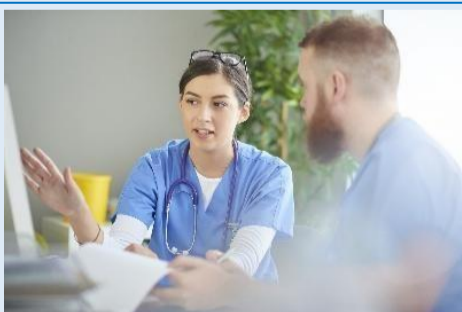
Following the overwhelmingly positive feedback to the first Slow Swimming Club, we will again be inviting our storyteller-in-residence, Clare Murphy, to host a series of virtual spaces where creative, joyful and stimulating ideas are explored to help shape the way we revisit recovery and (re)find our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

[Click here to find out more about the We Cannot Do This Alone: The Power of Communities session](#)

More sessions coming soon!

Introducing our Health and Wellbeing Corner

Following our work on the #SupportingYouThroughWinter offer, at the NHS Leadership Academy we want to highlight the importance of a continued support of Health and Wellbeing, strengthening our workforce and help inspire us to achieve our best selves! We will continue to include Health and Wellbeing resources in future newsletters for continued support.



How to have safe and effective wellbeing conversations - national training programme

The programme will support delegates to understand what a wellbeing conversation is, when it may be appropriate to initiate one and provide them with additional knowledge and skills to have safe and compassionate conversations about various aspects of wellbeing. The programme will also advise how to safely signpost staff to additional support when needed, and offer an opportunity to practice a conversation in a safe, supportive and non-judgmental space of the session.

Upcoming Sessions:

- 12th January 2022, 10:00-13:30 – [Click here to sign up](#)
- 13th January 2022, 09:30-13:00 – [Click here to sign up](#)

[For more dates please see the Events page by clicking here](#)



Health and Wellbeing Framework Launch Event

The new Health and Wellbeing Framework model and toolkit is designed to help NHS organisations to create a wellbeing culture. This is an essential toolkit for organisations wanting to make cultural changes to the health and wellbeing of their NHS People. This launch event will share the newly evolved framework, its tools and resources and the 7 elements of creating a wellbeing culture.

[Click here to register for your place](#)
[Click here to find out more](#)



Introducing the Somerset Emotional Wellbeing Podcast

The [Somerset Emotional Wellbeing \(SEW\) podcast](#) is a free weekly show hosted by Dr. Andrew Tresidder and Dr. Peter Bagshaw. In each episode, the doctors discuss a different topic related to mental health and emotional wellbeing and often invite expert guests to join them in conversation. The show is aimed at the people of Somerset and beyond; the advice and guidance provided should apply to anybody who needs it, whenever they need it. The timely, topical episodes provide free support when it is needed most and are accessible to all.

Upcoming Topics throughout December-March:

- Leaving a Legacy
- Nature Immersion
- Living Well with Heart Disease
- The Armed Forces and Mental Health
- Emotional Logic and Loss
- The Menstrual Cycle and Mental Health
- Living Well with Cancer
- COVID and the Impact on Social Care
- Kindness is Our Superpower
- It's Good to Laugh – Health Benefits of Humour
- Living Well with Parkinson's Disease
- Talking Therapies
- Living Well with Diabetes
- Deep Dive into Dementia IV
- Living Well with Respiratory Disease

[Find out more about here.](#)

Turning a Spotlight on Coaching and Mentoring

What is 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.

What is 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.



So, why is Coaching and Mentoring so important to get involved in?

We asked some of our Mentors and Mentees to share their experiences on their mentoring journey and how it has impacted them!

"I was left feeling energised and much more positive with a plan in place to think about my future and the steps I could take to achieve my goals."

"Unpicking values, challenging negative mindsets and giving self-permission to be more compassionate towards ourselves has been some of the key benefits that my mentees have fed back."

“I was feeling a bit hopeless. When we were talking about changes I wanted to be made to my job, my mentor gave me the confidence to ask for these by pointing out all the evidence that I was a valued member of the team. She helped me to see things from another perspective and allowed me to realise my own worth to the team.”

Some advice from our Mentors and Mentees:

- Be curious, be open minded, trust yourself and the process
- How much self-reflection could change one's own persona learning journey - Make space to pursue it
- I was surprised by how comfortable I find the sessions, just like a conversation!

So, where will your coaching and mentoring journey take you?

[Sign up for our Coaching and Mentoring registers here.](#)



“The Gift of 45 Minutes”

We live in a fast-paced, unforgiving world, and nowhere is this more evident than in the health sector.

The last two years have been challenging for the wider society in general, but within the healthcare system, there has been unprecedented pressure on the professionals who are employed within the NHS with the relentless nature of their workload.

Taking a moment out of a working day to learn, reflect and develop can be hugely beneficial to an individual, not to mention the context within which they work. Forty-Five minutes sounds like a tiny amount of time in which to achieve anything, but it can have a huge impact.

[Read the full article and learn more about the power of bitesize coaching here.](#)



Looking After Your Career – confidential coaching for the primary care workforce

This new coaching service can support you to take practical steps over your career direction and to proactively advance it. Whether you're thinking about what you want from your current role or if you want to explore new opportunities within primary care, investing some time with a coach can be a helpful thing to do.

Your coach will provide individually tailored support and will not have an agenda, they will listen and help you to think through what is right for you. All coaching is free and confidential. Sessions are available Monday to Saturday. Please share this offer and our other coaching support with colleagues.

Feedback from those who have benefitted from the career coaching so far:

“Helped me to start being more focused in what I do and don't want to do going forward.”

“Really helpful session and a really enjoyable experience - relaxed interaction and a good plan to follow-up before next time. Thank you.”

“The best coach I've ever had, his help and guidance has got me through a tremendously difficult period in my life.”

Looking After You Too – coaching about you and your wellbeing

<https://www.england.nhs.uk/looking-after-you-too>

Looking After Your Team – coaching about you and your wellbeing

<https://www.england.nhs.uk/looking-after-your-team>

GMTS In the South West

GMTS is a prestigious and unique programme that fast-tracks graduates from all walks of life to develop their career within the health service. It provides mentoring, support and high-quality leadership and management training over approximately two years. Giving trainees the chance to become successful leaders in the NHS, it's crucial in sustaining our NHS talent pipeline.

We are currently seeking applications from health and social care organisations across the South West to host trainees in work placements. We are ideally looking for partnerships between multiple organisations that provide opportunities for trainees to rotate across different services and organisational boundaries. We ask for a lead organisation to submit an application for the full two years on behalf of the partnership/system. Organisations wishing to host trainees need to submit completed [application forms](#) by 15th February 2021. For more information, you can sign up to one of our regional assurance information sessions (registration links below) or [contact the South West GMTS team](#):

- January 6th 10am – [Registration Link](#)
- February 7th 1pm – [Registration Link](#)

Eleanor Wallace, GMTS Leadership Development Senior Manager



GMTS Host Applications – Now Open!

The NHS Graduate Management Training Scheme (GMTS) is an exceptional, fast-track leadership development programme for both recent graduates and those already working within the NHS. The scheme is open to a diverse range of ambitious, passionate, values-driven individuals from all walks of life who are looking to make a positive difference to the lives of patients. Established in 1956, the GMTS has over 65 years of graduate training expertise, developing individuals to become successful leaders within the healthcare service.

[Find out more about becoming a GMTS Host here.](#)



Health Informatics Trainee on the NHS Graduate Management Training Scheme (GMTS)

Tom Roberts (Pronouns: he/him) is a Health Informatics Trainee on the NHS Graduate Management Training Scheme (GMTS). Tom joined GMTS in September 2021 and is currently on his first placement with Royal Devon & Exeter NHS Foundation Trust, working with the Digital Services Team. Tom shares his experiences of what being a Health Informatics trainee involves...

[Read more about Tom's experiences of the NHS Graduate Management Training Scheme.](#)



Joining consultancy as a graduate: what to expect

An NHS Graduate Management Trainee with experience in operational management, patient flow and change delivery. I have been working with Clarity for the last 8 weeks as a part of my Flexi Placement, to experience consultancy and working in a non-NHS organisation, learning from the wealth of experience in Clarity's consultant team.

[Read more about Fergus Laity's flexi-placement experience here](#)

Equality, Diversity and Inclusion Corner



Time for Inclusion: Commemorating UK Disability History Month 2021

by Nora Latapi-Dean (she/her), Positive Action Programmes Inclusion Coordinator at the South-West Leadership Academy.

UK Disability History Month runs from 18 November to 18 December this year, with December 3 marking International Disabled Persons' Day. This year's joint themes are 'Disability and Hidden Impairments' and 'Disability, Sex and Relationships'.

Over the last 12 years, UK Disability History Month has been celebrating the lives of disabled people whilst simultaneously challenging disablism and oppression. Whilst inclusion has no timeframe or limit, this period provides us with an explicit opportunity to expand our understanding of disabled people's realities and what we can do to stop the discrimination and dehumanisation they currently face every day - we all have a responsibility to be self-aware and constantly check our unconscious biases.

[Read the full 'Time for Inclusion' article, click here.](#)



Telling your Line Manager what is necessary

To commemorate UK Disability History Month, we are excited to showcase an article from Leadership and Personal Effectiveness Facilitator, Jonathon Williams (he/him). Through his article, Jonathon kindly provides us with insight into his lived experience of mental health disabilities and his personal thoughts on inclusion and how we can best support disabled people to succeed and thrive:

[Read more about Jonathon's experiences with Mental Health and Work.](#)

How can we increase uptake of mentoring and coaching for Disabled Colleagues?



In this webinar EDI teams in NHS North East and Yorkshire, North West and Midlands regions, together with the North East Leadership Academy; would like to hear views from colleagues who have a disability or long term conditions, whether or not they have received mentoring/coaching. The aim of this Disability History Month session is to capture the success stories, as well as key factors that these colleagues feel would need to be explored so we can increase the awareness of, access to, and experiences of mentoring and coaching support.

[Click here to register your place](#)



South West Inclusive Talent Management Masterclass Series

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

- 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](#).

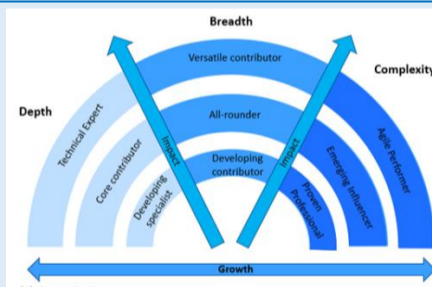
Leadership Development Opportunities

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

- [CPD for Healthcare Leadership Model \(HLM\) Facilitators](#)
- [Sensemaker App](#)
- [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.
- [First Steps into Leadership \(Primary Care Offer\)](#) - Our Stepping Into Leadership programme has been designed to provide you with the opportunity to understand how your role maybe changing within the current landscape and to start to recognise some of your own leadership strengths. Through peer discussions you will be able to start think about your career aspirations and the steps you can take to support you along the way.
- [Leading with Hope Leadership Development \(Open Offer\)](#) - 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

[Read our Portfolio to learn more about our offers](#)

Talent Management Opportunities



Scope for Growth – career conversations is a new, inclusive, strength-based approach to person-centred career conversations.

The Scope for Growth – career conversations framework supports organisations to structure career conversations around the priorities that matter to staff. It views everyone as talent and puts our NHS workforce at its centre so we can best understand our talent, their aspirations and help shape their career journey.

The framework covers 3 key areas:

- health and well-being, motivations, values, traits, behaviour and performance
- career history as a whole and levels of fulfilment
- current role and future career aspirations

Scope for Growth – career conversations will underpin our work to embed Our Leadership Way, which aims to promote the right behaviours and empower our NHS people to live the People Promise through Our Head, Heart and Hands.

[Find out more about Scope for Growth here](#)

National Updates

NHS Health Education England
Health Education England

Health Education England (HEE) will be merging with NHS England and NHS Improvement, putting recruitment, training and retention of NHS staff at the heart of the NHS in England.

NHS Digital and NHSX

In further news, NHS Digital and NHSX will be incorporated into our organisation.



As a single organisation, we can further accelerate the digital transformation of the NHS and redouble our efforts to address health inequalities.

[Read Amanda Pritchard's full message here](#)



The Latest NHS People Bulletin

The latest bulletin focus on the launch of ['The future of Human Resources and Organisational Development'](#) and information on wellbeing resources and webinar and information reward and pensions.

[Read the NHS People Bulletin and subscribe](#)



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.

NHS Leadership Academy South West

Team Updates



Welcome to Connie Cheung (Pronouns she/her), Leadership Development Coordinator!

I have recently been given the fantastic opportunity to join the South West Leadership Academy as the Leadership Development Coordinator for Leadership and Lifelong Learning covering Tas' maternity leave. The team have been extremely welcoming and supportive, which has made the transition easy...

[Read more from Connie Cheung](#)



Welcome to Nora Latapi-Dean (Pronouns she/her), Positive Action and Inclusion Coordinator!

Hello! I'm Nora. I originally joined NHSEI in April 2021 as the Talent Management Administrator for the South-West and as I am thoroughly passionate about equality, diversity and inclusion (EDI) I jumped at the opportunity to step up to be an Equality and Diversity Representative for the region...

[Read more from Nora Latapi-Dean](#)



Welcome to Andrew Davidson (Pronouns he/him), Leadership Development Coordinator (GMTS)

Andrew has joined the south west team as a Leadership Development Coordinator. With a background in education, he qualified as a teacher in 2007...

[Read more from Andrew Davidson](#)

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 Ms Nora Latapi-Dean \(pronouns she/her\)](#). 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/

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