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Leadership Development

**Support from the Midlands Leadership and Lifelong Learning Team for nurses and midwives**

**Context**

The offers outlined below are available to access by anyone wishing to develop their leadership skills. They are a combination of freely available, funded by the Midlands Leadership and Lifelong Learning Team and others that would incur some costs. The activities below are in addition to offers made available in organisations and systems.

The Midlands Leadership and Lifelong Learning Academy offers can be found at <https://midlands.leadershipacademy.nhs.uk/>

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| Development area | Support offer |
| **Developing Personal effectiveness** | **Self directed, time management via NHS Productive Leader pack at**  <https://www.england.nhs.uk/improvement-hub/publication/the-productive-leader/>  Open access units that look at how we manage ourselves and our workload.  **Coaching for personal growth and effectiveness**  Those nurses and midwives without a coach should consider getting one, as this is an excellent way to develop personally and professionally. Those who have had the same coach for a while should reassess if the coaching relationship has got too comfortable and the challenge is missing.  Coaches can be accessed at <https://midlands.leadershipacademy.nhs.uk/our-offers/coaching-and-mentoring-2/coaching/>  **Coaching development series**  This is a modular coaching skills development intervention delivered virtually. Our stakeholders have specifically asked for this as an introduction to coaching for all leaders and managers.  Module 1: Conducting coaching conversations;  Module 2: Coaching skills for leaders;  Module 3: Coaching for inclusion  12hrs total - Module 1: 1x3hrs; Module 2: 2x3hrs; Module 3: 1x3hrs = 12hrs  **‘Developing a coaching Culture’** is a programme that helps individuals learn how to employ a coaching style in their everyday practice. This is the next stage up and involves skills workshops and lots of coaching practice. Groups of 24 learn together and intakes of the programme will be advertised on the Midlands Leadership Academy website <https://midlands.leadershipacademy.nhs.uk>  **Mentoring**  Skilled mentors can help with the development of specific functional aspects of a role. They usually come from established leaders in those function roles who can advise and support appropriately. Mentors can be access through  <https://midlands.leadershipacademy.nhs.uk/our-offers/coaching-and-mentoring-2/mentoring/>  Mentor training will also be available later in the year as we have just completed 13 cohorts and will be re-launching in Autumn. |
| **Inspiration pieces** | Open access 1-hour events each month focussing on raising awareness of EDI topics - such as LGBT+, WDES and WRES data, Disability and learning difficulties. Where possible events are recorded or slides shared on website as an EDI resource. Aimed at anyone with an interest in EDI. To be run throughout the year, sign up via the website |
| **Skills development** | **Introducing series**  A series of 5 ‘Introduction to Leadership & Management’ bite-size workshops that gives grounding in the topic for anyone new to this area of practice.  Topics are:   * What is inclusive leadership? * Management and leadership: what is the difference? * Understanding your leadership style * Good conversations * What is system leadership?   **Complete Leadership Series**  The Midlands Leadership Academy will be running a series of Leadership master classes from late summer through to the end of February 2022.  The eight topics are:   * Leading in challenging times * Leading with resilience * Virtual team leadership * Leading team reset & recovery * Influencing and negotiating * Leading conversations * Leadership learning/inclusion * Leading with compassion   **Complete Leadership Series – Advanced skills for systems**  The aim of this programme is to build clarity, confidence and enthusiasm for systems thinking and being.  There will be 4 virtual workshops based on the systems leadership model, principles and behaviours.  Workshop 1: Being;  Workshop 2: Relating and Communicating.  Workshop 3: Leading and Visioning Workshop.  Workshop 4. Delivering  All will be advertised on the website, all are funded by the Midlands Leadership and LLL team |
| **The Mary Seacole programme** | Within Midlands, the following organisations and systems hold a license for the Mary Seacole programme.   * Birmingham & Solihull, * The Black Country, * Hereford & Worchester. * Derbyshire * Nottingham * Lincolnshire * Coventry and Warwickshire   The Mary Seacole Programme is also available to access as a national ‘open programme’. There is a cost for this and it varies as to whether the programme is locally or nationally delivered. Full details at:  <https://www.leadershipacademy.nhs.uk/programmes/mary-seacole-programme/> |
| **The current and New Edward Jenner programme** | <https://www.leadershipacademy.nhs.uk/programmes/the-edward-jenner-programme/>  The programme aims to develop essential leadership skills and is available totally on line. This programme leads to an NHS Leadership Academy certificate in leadership foundations that is 35 hours of CPD learning.  A new, systems focussed Edward Jenner programme is launching in September 2021 |
| **Healthcare Leadership Model** | The healthcare Leadership Model is a self-assessment tool that helps you understand yourself and your leadership style. It gives you an opportunity to critically look at yourself against the 9 dimensions and the report is a great basis for career conversations and PDPs,  https://www.leadershipacademy.nhs.uk/wp-content/uploads/2014/10/NHSLeadership-LeadershipModel-colour.pdf <https://www.leadershipacademy.nhs.uk/resources/healthcare-leadership-model/nine-leadership-dimensions/>  If you want to do a 360o assessment the cost is £40, which covers the cost of the 2-hour coaching session that covers your feedback. |
| **Wellbeing** | **Leading for Health and wellbeing programme**  These bite-sized workshops look to support an individual focus on mindfulness, self-care and compassion, with short 2-3-hour virtual content delivery.  The aim of this programme is to:  • Supporting conversations in teams, across organisations about health and wellbeing  • Strategies when considering workplace health and wellbeing (individuals, teams, managers/leaders) have responsibility for workplace wellbeing decision making within an organisation at an operational, tactical or strategic level  • Building Resilient People & Workplaces  • Supporting self-development, identifying ways you already model healthy leadership behaviour at work, and ways you could further develop. Emotional wellbeing  • Learning to live with ambiguity and uncertainty  • Learn to better tolerate, even embrace, the inevitable uncertainty of life  • Understand the difference between resisting and acceptance  • Identify your healthy comforts • Develop a realistic perspective  • Agree personal action points Resilience  • Surface and reflect on your current resilience level  • Understand the components of resilience  • Understand and be able to apply a gauge for measuring your resilience level so you know when to take action to protect yourself  • Better understand how to build and boost your resilience level  • Craft an effective strategy to create a better, more integrated work-life balance  Dates will be added to the website over the summer |
| **Team based interventions** | **The Triumvirate Programme**  Power of Three - is a virtual 4-day programme designed to support a power of three (team of three people) to become effective change agents and leaders. Evidence-based and practical tools and techniques will provide insight about you as a leader and how you work in a team, building improved relationships, culture, and organisational effectiveness. The ultimate return on investment is not only developing individual leadership and change agent skills and competencies but also supporting a change project that could help transform one area of your practice environment.  **Community Collaboration to Improve Care programme**  The aim of this brand new programme is for attendees to feel confident working with others beyond the boundaries of their existing organisation, strengthening bonds within the care system and ensuring better, safer, more effective care for individuals. This is aimed at groups identified by a place to bring together engaged partners, people who want to work together to improve care in their area/community. The delivery will be a mixture of face-to-face modules and virtual (action learning sets) by facilitators, visiting speakers, and actors to run simulations.  Launches Autumn 2021 |
| **Project M** | <https://people.nhs.uk/projectm/>  A place and space for team leaders and managers to connect share and learn together. This is an online community for leaders with content led by the community. |
| **Positive Action [hopefully available from Jan 2022 in Midlands region. Open access avaialbe from Autumn as part of national cohort.** | **Stepping Up**  The Stepping Up programme is a leadership development programme for aspiring black, Asian and minority ethnic (BAME) colleagues at bands 5-7 who work within healthcare (the NHS or an organisation providing NHS care. It is not a programme that just aims to accelerate careers but also a programme that supports underrepresented groups to be change agents in their organisation by developing the skills and confidence needed to change cultures and promote inclusive leadership |