June is upon us! Exit Winter, a distant memory of dark, frosty and misty mornings on the daily commute, and enter Summer, meandering along with its burst of clear blue skies and a tantalising taster of what we can only hope will be long periods of sunshine. With nearly six months of the 2017-18 financial year behind us all, it prompted me to reflect on where my time has gone this year and what the future will hold.

This period of transition reminds me of John Dewey’s quote “We do not learn from experience…. We learn from reflecting on experience”. London Leadership Academy has built a wealth of experience as London’s NHS provider of leadership development; and this year we continue to offer space and time for leaders to reflect and share through our networks; including our successful L&OD Network that meets quarterly. The power of collaborative learning cannot be understated - and as such, this year LLA will support and develop emerging Communities of Practice (CoPs) across Talent Management, Inclusion and Systems Leadership. CoPs bring together the experts - those that are actually doing the work - to share and develop joint practice around a particular topic or ‘domain’ that they are facing on a day-to-day basis. LLA is supporting Communities of Practice through facilitation and coaching to develop their practice and to start to influence change. In this issue, you will read more about our Inclusion CoPs and I hope you will be inspired to get involved in the topics that you are passionate about.

My own reflections for the year so far, are that we have hit the ground running with a task and finish group around the expansion of GMTS; and I am proud to have led on the delivery of the ninth cohort of the Darzi Fellowship in Clinical Leadership Programme. Things have been busy - and in such times I am drawn to my family and friends at home and in work to make me appreciate just how lucky I am. Their input is invaluable to make me stop and think about what is important, what I can let go of and how I can move forward in times of challenge. I have a passion for music and a very dear friend gave me the moniker ‘NDT’ (non-discernible taste) because I have such eclectic taste in music. Music is fundamental to so many of us when we hit those hard spots - we go to that one piece of music, be it an 80’s classic or our favourite film soundtrack, to bring us back into balance. For those who can remember a 45rpm that was played on a record player, you had to sometimes nudge the stylus to get the record to the end. For me, this is a nice metaphor that reminds me that taking time to reflect can help us when in a rut with a gentle nudge, like with the stylus, to get us to the end of the record and continue to meet those challenges.

Over the course of the year, London Leadership Academy are also launching some innovative new programmes including a masterclass series targeted at developing digital capabilities of leaders which we are running with the Health Innovation Network. Elsewhere, our Systems Leadership programme is offering a series of interventions around Being in a System; Doing in a System; and Developing a System in order to best prepare leaders to meet the challenges of the NHS of the future. So looking forward to the rest of 2017, I leave you with Charles F. Kettering’s quote “My interest is in the future because I am going to spend the rest of my life there” and invite you to take a moment to reflect on what the next six months holds for you; and offer the expertise of the London Leadership Academy in helping you get there.

With best wishes,
Keith Whitburn
Leadership Development Programme Manager
London Leadership Academy
Leadership News

Reasserting our compassion in the NHS
Mark Cole reflects on the importance of Compassion as a Bridge to Engagement

“The character of compassion has been heavily discussed in the context of health care, particularly since the publication of the Francis Report into the events at Mid Staffordshire NHS Foundation Trust.

The exploration of this notion has tended to centre around the question of how practitioners as individuals can ensure that compassion is placed at the very heart of their care. It is presupposed that, to an extent, those people have lost their way in some distinct and individualised fashion and need to be directed back.

Fortunately, there is a burgeoning recognition that compassion is developed across a system through the intersection of three contextual factors. If there is concern that compassion is no longer sitting at the centre of clinical practice, then this reflects the fact that our organisations are not creating a climate where compassion can flourish and are not allowing their employees the time and space to reflect on and explore their self-compassion. This is broadly acknowledged now in the recently published NHS document, entitled Developing People, Improving Care.

This fresh take on the question of enhancing compassion in health care foregrounds the vital importance of values-based leadership, a practice that actively seeks to reconnect the work of the organisation with its main purpose and with the intrinsic motivation of the dedicated people, who work to provide the highest possible quality of care to patients and service users. With compassion at the core of this, the links with inclusion and engagement – with benefits in terms of grassroots morale and innovation – become apparent.” Read more on the LLA Website here...
Systems Leadership: Assessing our futures, managing in complexity

London Leadership Academy has launched our Systems Leadership Programme for 2017-18. Our work in helping leaders to work across boundaries encompasses three closely linked themes: Being in a System; Doing in a System; and Developing a System. Under each of these themes, LLA is offering a number of development opportunities that we think will help leaders to make sense of the systems challenges and help them to reimagine their leadership in this new context. For example, under the theme of Being in a System, we have been exploring how a climate of speaking truth to power can be forged; where people are both happy to speak up and where leaders are committed to listening up as well. So far in this programme, we have also been delighted to offer two day-long sessions from Dave Snowden, who is a globally renowned expert on complexity and how people can lead in a complex adaptive system like health and social care.

Off the back of this fascinating and engaging work, we are running a pilot of a process that will support leaders to evaluate the range of courses of action open to them in a complex context. This process will start with a webinar in July facilitated by Eitan Reich from Fit For Futures who is working with us on this exciting initiative. Eitan seeks to help managers and others to add a nonlinear mindset to their work, embrace uncertainty and use the complexity of our reality to enhance their impacts. The webinar will offer an introduction to this work, with a specific orientation to our health and social care context. Places are now full – although I am continuing to take expressions of interest from people who might like to be involved in the future so register your interest below:

Fit For Futures - 3rd July
Fit For Futures - 28th July

Capital People: Communities of Practice for Diversity and Inclusion

LLA’s Inclusion offer Capital People recently ran a Convening Day for those interested in joining communities of practice for diversity and inclusion. On the day, delegates were introduced to the theory behind Communities of Practice and then a deep and engaging discussion was held on how the CoP approach could help tackle some of the NHS’ ongoing inclusion challenges.

Delegates identified ten topics or ‘domains’ that they would be interested in exploring; and we are now opening up the offer to those of you who would be interested in participating in any of the below:

1. Challenge effectively to encourage fairness in the workplace
2. Create and nurture caring and compassionate workplaces
3. Encourage diversity in the workforce
4. Bring our full selves to work
5. Engage the NHS in flexible working practices
6. Increase the impact of young female leaders
7. Support working parents/carers in the workplace
8. Career progression and succession planning
9. Keep staff motivated and valued at work
10. Career development for BME women

If you are passionate about any of these domains and would like to be kept in the loop with further developments, please let us know via basecamp or by contacting eren.behget@hee.nhs.uk.
Apply for the Nye Bevan Programme for Aspiring Directors

The Nye Bevan programme is a unique, award winning leadership development programme. It helps aspiring senior leaders working in health and care successfully build personal resilience, confidence, influence, capabilities, relationships and networks, to prepare for the challenges and demands of executive director (or equivalent) roles.

The Nye Bevan programme is for senior clinical or non-clinical leaders aspiring to executive director (or equivalent) roles across the NHS, including providers, commissioning organisations, Arm’s Length Bodies, national organisations, and wider health and care.

Applications for the next intake (Intake 6) of the Nye Bevan programme are due to close on Monday 26 June 2017.

To apply click here.

Book Now

The Courage to Trust Yourself… Leading Through Values

Masterclass with Jo Simpson

The London Women’s Leadership Network would like to invite you to attend this empowering and interactive Masterclass: The Courage to Trust Yourself…Leading Through Values on Thursday 22nd June.

Jo Simpson, author of the ‘Restless Executive’, will challenge you to question what happens when you really learn to trust yourself? Your core values are at the heart of every decision you ever make, every relationship you encounter and every goal you achieve, whether you are consciously aware of it or not. So when you let go and surrender to that inner voice, your instinct, gut feeling or intuition - that part of you that already knows the answer. When you can do this on a consistent basis, that’s when the real magic will start to happen in your life.

In this masterclass, Jo Simpson will take you on a journey that will enable you to explore what nudges you might be ignoring (quite possibly some that you are not even consciously aware of...yet) and how by identifying these nudges and stepping into a place of courage, you can bring about all that you are meant to be. You will explore how this knowledge can then be used to develop the courage to trust yourself and the potential that inner strength can have in your leadership of others. By having a strong sense of who you truly are and what is driving you, you can develop the courage to trust yourself and your decisions – which in turn, will enable you to build trust within your organisation and becoming an outstanding leader.

Date: 22nd June 2017
Time: 1:30pm – 5:00pm
Location: Ambassador Bloomsbury Hotel, WZ1H 0HX

Book your place here.
Digital Health Leaders Masterclass Series

Leading in a Systems Age

The LLA is running a series of masterclasses aimed to enhance the knowledge and capability of leaders to embrace the digital age. The first Masterclass will be ‘Digital Leadership in Healthcare’ and will be run by Dr V A Michell BSc MBA D.Phil (Oxon) in conjunction with DigitalHealth.London. This Masterclass will focus on the application of the Internet of Things, and will help operational health staff build their awareness of how digital health technologies have the potential to transform patient care. Delivered using an approach that facilitates critical thinking and discussion through the use of case studies, which describe real implementations, this Masterclass will enable NHS professionals and clinicians to be better prepared for, and open to a digital future in healthcare. Key questions that will be addressed include: What is the Internet of Things? How does it affect my role/job? How can my team best leverage this technology to improve patient care?

Date: 28th June 2017
Time: 9:30am - 1:00pm
Location: Woburn House, Tavistock Square, London, WC1H 9HQ

To register, click here.

Journaling for Change

Capital People: Embedding Diverse and Inclusive Leadership

If you are an individual committed to making a real change on the inclusion agenda, then this programme is for you. Capital People: Journaling for Change offers the support of a group of peers who will go with you on an inner journey that will ultimately challenge you, and system, to make a difference. At the heart of the programme will be your Journal. You’ll learn how the act of writing itself is generative and how it can give you a private, non-judgmental forum to work through issues, generate ideas, new perspectives and a place to vent emotions, all with a view to be more temperate in public.

The Capital People: Journaling for Change programme will introduce you to tools that will serve you for years to come and that you can return to time and time again. Participants will meet 6 times over 6 months for 2 hours, from 4:00pm to 6:00pm (although the 1st session will be 2.5 hours from 3:30pm to 6:00pm)

Date: 12th July 2017 – 19th Jan 2018
Location: Room 8, London Events Centre, Stewart House, 32 Russell Square, WC1B 5DN

Register here.
Take the Next Step Elizabeth Garrett Anderson programme

The NHS Leadership Academy will run a further recruitment intake during 2017 for The Elizabeth Garrett Anderson programme. Applications for Intake 12 opened on Thursday 1 June 2017, and will offer three cohorts starting in autumn. There are 48 available places per cohort.

This unique, award winning leadership development programme is for mid to senior clinical or non-clinical leaders aspiring to lead large and complex programmes, departments, services or systems of care. The programme is for you if you are aspiring to take on a more senior leadership role while looking to have a wider impact by leading a culture of compassion, committed to developing your leadership skills and behaviours and if you’re excited by the opportunity to apply new skills, learning and behaviours directly to real-time work related improvements. The programme leads to an NHS Leadership Academy award in Senior Healthcare Leadership and an MSc in Healthcare Leadership. For more information on the programme and how to apply, click here.

Healthy Living Week Planning Workshop

Healthy London Partnership’s Prevention Programme is launching a planning workshop to get you thinking about this year’s Healthy Living Week. HLW was developed by the NHS in partnership with hospital charities; and many Workplace Health Leads used it as a launch pad to build on existing initiatives and Workplace Health Charter commitments. The evaluation from last year will shortly be available and we look forward to sharing this with you.

Last year, in the first ever Healthy Living Week, over 80,000 staff from 45 NHS workplaces across London took part in a range of events and activities from salsa dancing to smoothie bike racing and lunch time walks to mindfulness classes. There was strong engagement on social media through Twitter using #healthylivingweek and the HLP Twitter handle @HealthyLDN.

We will be running Healthy Living Week again this year from 25th-29th September and are able to offer support with planning and delivering activities across your region or workplace. To initiate this process and commence engagement, we are organising a planning event for Workplace Health Leads and Champions across London, this will be held at City Hall and we welcome you and your colleagues to join us. Please save the date for this event on Monday 26th June at 9am. At the event we will work together to ensure we have a collaborative approach on social media, provide a centrally designed communications toolkit, bring partners together to share ideas of previous activities and help you link workplace health into the community.

For more information about this event, or more tailored support, see the Planning Workshop Invite and use the password HLW2017 to register.

Date: 26 June 2017
Time: 9:00am – 11:00am
Location: City Hall, The Queens Walk, London, SE1 2AA

For any enquiries, please contact Healthy London Partners: kim.hunt3@nhs.net.