I am really pleased to share with you our new Portfolio of Leadership Development Programmes for 2016-17. Outstanding leadership is needed across the NHS more than ever, and with constrained budgets and turbulent times ahead – our leaders need to feel equipped and supported to tackle anything. All of these programmes have been successfully delivered by the LLA and their partners in the past, so have a clear and evidenced impact on learning. In the Portfolio, we have included the offers available to you nationally through the NHS Leadership Academy and other programmes that we deliver as part of our service level agreement. As part of my work here at the LLA, I have been looking at how we can expand our reach and broaden our networks to ensure we are reaching leaders, present and future, where it really counts.

With five STP footprints across London, we know that you are all working hard to make the FYFV a reality and the London Leadership Academy wants to work with you to make this happen. As the vanguards and new care models really take shape, we know that you need to lead with vision, innovation and across systems. We also know that in the next year, whatever change is coming in the NHS, you will still need that time and space to think and develop yourself. We are here for you, your team, your organisation and your patients.

Elsewhere in this newsletter issue, you can book onto our next Open Masterclass on ‘A Mediation Approach to Difficult Conversations’ (a pretty relevant topic at the moment…!) or attend Capital People - Help us dream a better future eappreciative inquiry event on 6th July. We believe that in order to achieve greater equality and diversity there needs to be a shift in the culture and we will start with dreaming what's possible. Last week I was also honoured to host Julie Lowe, Chief Executive of NMUH and Chair of the LLA, to launch our new London Women’s Leadership Network. Her leadership story was of great inspiration to a packed room of delegates, and I am excited to work with the network to advocate for change and equality across the NHS in London.

So have a read through the programme guide and the other events coming up on our website, and please get in contact if you want more information on any of our offers.

With best wishes,
Emily Miles, Business and Communications Manager
London Leadership Academy
Leadership News

NHS Leadership Academy Director appointed

Last month the NHS Leadership Academy successfully transitioned into Health Education England (HEE) and has recently announced a new Director, Stephen Hart, who has a wealth of experience, including some time spent in the Armed Forces. We would like to take this opportunity to extend our thanks to Karen Lynas who is leaving the Academy to move on to a new challenge. Karen has played a key role in taking the Academy to a successful enterprise which has rapidly become a leader in its field, and has directly affected the work of almost 40,000 staff, and through them many more staff, patients and carers. We look forward to continuing our work as the Local Delivery Partner (LDP) for the Academy, and welcome Stephen to his new post.

2016-17 Programme Portfolio Launched

We know that better leadership leads to better patient care, experience and outcomes. As the NHS landscape evolves, enabling and equipping leaders to transition their organisations into new ways of working to meet the challenges of the 5 Year Forward View is a critical priority for anyone offering leadership development to the system. Our Programme Portfolio outlines what leadership development opportunities are on offer to health and care leaders in London via the NHS London Leadership Academy for 2016-2017.

It is designed to support line managers and employees in making decisions regarding appropriate and useful leadership and senior management development interventions. The primary aim is to provide information about the range of interventions on offer by the London Leadership Academy. Each programme is designed to meet certain objectives and are mapped against the Healthcare Leadership Model, in order to improve your leadership style, knowledge, and capabilities. We have categorised our programmes to help you identify which leadership intervention is right for you, depending on what stage you are on your leadership journey: Develop Yourself, Lead Others, Lead Across Systems, and Lead for Change.

Darzi Jobs Recruiting Now

Recruitment to the eighth cohort of Darzi fellows is now well under way. This year 58 offers of a fellowship have been made to host organisations across London including a large GP practice, as well as several pan-London hosts such as NHS England medical directorate and the London Ambulance Service.

Two fellows have already been recruited and many more opportunities are, or soon will be, out for advertisement via NHS jobs.

Fellows can be drawn from any clinical or scientific discipline according to the needs of the post; we welcome a multidisciplinary cohort! The supporting education programme of leadership development starts in September but project start dates may vary.

Read more here
Leadership News

Women’s Leadership Network Launch Success

LLA launched their new London Women’s Leadership Network last week, to great success. Over 70 attendees gathered to listen to our speakers, share their experiences, network, and begin planning on how to shape the work.

We will be sending out more information about next steps, but in the meantime if you would like to join the network please email londonleadershipacademy@ncel.hee.nhs.uk. We are particularly looking for volunteers to join our Action Group, which will steer the network’s remit so please contact us if you are interested. This network also welcomes men to join to support and champion the development of women as leaders. The Network aims to shape a healthier, happier, more inclusive and diverse workforce across the NHS London.

Regional Approach to Talent Management Report Released

“A future that recognises that we cannot deliver the necessary change without investing in our current and future workforce”

NHS England Five Year Forward View, 2014

London Leadership Academy has been leading on the development of a regional approach to talent management on behalf of the NHS Leadership Academy. Good talent management is both urgent and important to the success of the NHS. The average tenure of a Chief Executive is two and a half years and it takes nine months to recruit a Director of Nursing (Massie 2015). Talent management is vital to ensuring that NHS staff who can work at Board level are identified, given the right development and support, and are offered jobs where they can succeed in the long term.

This report makes some recommendations on what we need to do regionally to support all stages of talent management: talent identification, recruitment, development, deployment and retention. It sets out case studies of how various organisations are approaching these different aspects.

Download it here
Open Masterclass – A Mediation Approach to Difficult Conversations

Have you thought about how you could illuminate conflict in the workplace? Our next Open Masterclass will be led by Paul Randolph. Paul Randolph is a leading British mediator, trainer and writer, whose approach adopts a subtle focus on the psychology of conflict and conflict management. Paul's book *Mediation - A Psychological Insight into Conflict Resolution* (2004) received wide acclaim, and he has just completed a second book: *The Psychology of Conflict – Mediating in a Diverse World*, published in February 2016, has a foreword by Archbishop Desmond Tutu, and endorsements from Sir Henry Brooke, Sir Alan Ward, and Boris Johnson.

Paul has given masterclasses on the application of psychology in mediation and in conflict management to professional and official organisations in the UK and throughout Europe, as well as in China, India, South Africa, North and South America, Singapore, Russia, Turkey and Jordan.

**Date:** Wednesday 29 June 2016  
**Time:** 14:00 to 17:00 with networking until 18:00  
**Venue:** Central London Location TBC

**Book your place** [here](#)

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Coaching Supervision & CPD Sessions

We have just released details of the first in our exciting series of CPD programmes for our coaches and mentors this year. Kicking us off on the 6th June is Jenny Bird and her session on The Art of Coaching. In this practical, experiential session Jenny will expand some of the ideas from her input at the 2016 LLA Leadership Summit, to help you consider a range of creative ways to work with clients. Neuroscience tell us that varied approaches use different parts of the brain and so liberate space for multiple ways of processing situations. In this workshop we’ll experiment with approaches to helping coachees find new ways to see their situations and act on their needs and goals. There are only 21 spaces, and this promises to fill up quickly, so log onto ConneX and book today.

Our full 2016/2017 CPD programme will be advertised shortly. Other topics that we will be covering this year include mindfulness and coaching, coaching ethics, three principles coaching and coaching through change amongst others. We will also be running a CPD session aimed primarily at Mentors. Keep an eye on ConneX for our Coaching and Mentoring update due out at the end of the month.

**Book your place via ConneX** [here](#)
Community of Practice Event

A few months ago we invited you to participate in an on-line survey and your collective responses (a fantastic 73 of them in only a week) have together identified key challenges of system working, insights into your current engagement in systems and an indication of the level of interest you have for engaging in a supported Community of Practice approach to change.

We now invite you to attend a day’s workshop and join with other people who share your passion for making things happen. It will be an opportunity to meet other leaders who care about what you care about, from across London and Kent, Surrey and Sussex. This event is open to those who want to commit to convening a Community of Practice under systems leadership.

Date: Thursday 23rd June 2016
Times: Full Day
Venue: Central London Location (TBC)

Book your place here

Capital People - Help Us Dream a Better Future

Are you passionate about achieving greater inclusion in your organisation and across London and want to do something about it. Join us on the 6th July, to help dream a better future through our appreciative inquiry event. We believe that in order to achieve greater equality and diversity there needs to be a shift in the culture and we will start with dreaming what’s possible.

We want you to join us if you:

- Recognise the limitations of previous approaches and want to go further
- Are prepared to think creatively about how to enable that change in culture
- Value working openly and collaboratively across the system with others that want to enable change
- Want to enhance the skills, strategies and relationships you will need to contribute towards that change
- Are prepared to champion and embed this approach into the ways you work and the ways you lead
- Want to contribute your experience, knowledge, skills and energy to the process
- Are excited at the thought of helping to generate a social movement that unleashes the potential of all staff in the evolution of a much fairer, more equal and inclusive culture that drives improved outcomes for patients

Date: Wednesday 6 July 2016
Times: Full Day
Venue: Central London Location (TBC)

Express Your Interest here
Join In

Talent Management Stakeholder Group Meeting

Our next Talent Management Network meeting will be held on 21st June in Stewart House, Russell Square. We will be joined by The EW group who will share their expertise and knowledge on Talent Management and Inclusion. Join us at 1pm for a networking lunch before we kick off the meeting at 1.30pm and finishing at 5pm.

For more information and to book your place contact runa.begum@ncel.hee.nhs.uk

L&OD Network

The next Learning & Organisational Development Network Meeting will take place on the 27th June. As usual, we have an inspiring and innovative line up for this meeting. To give you a flavour, we have Ruth Sengale talking about using the power of storytelling as a skill for leaders to inspire change and to get community wide engagement for change, and a session led by Jude Ryan exploring whether it is time to stop annual performance appraisals and reinventing the Traditional Annual Performance management with a Coaching Culture. It’s a great opportunity for networking with L&OD colleagues across the London NHS community. If you are an OD practitioner working in the NHS and wish to become a member of the L&OD Network, please contact Charmane Williams.