



London Leadership Academy

NEWSLETTER

March 2018



NHS70 Women Leaders

The theme of this year's International Women's Day is [#PressForProgress](#) as we celebrate around the world how far we have come in the campaign for gender equality, whilst acknowledging what more there is still to do. I have been Programme Lead for the [London Women's Leadership Network](#) for 18 months now and I'm so proud of how it has grown, with over 500 members connecting across London. Over the coming months, our focus will be on closing the Gender Pay Gap; enabling flexible career progression; continuing our masterclasses and mentoring service; and working alongside our male colleagues to be champions for inclusion in the workplace.

The NHS is a fantastic place to work and we are fortunate to be surrounded by so many inspirational women leaders who achieve so much for patients. For IWD 2018, I'm therefore thrilled to launch our [#NHS70 Women Leaders](#) campaign that will honour and recognise 70 amazing women leaders working across health and care in London. We will be scouring the capital over the next few months to seek out the incredible stories of women who lead, inspire and make amazing things happen. If you know a woman like that, then [nominate her now](#) to let her know the difference she makes. The final 70 will be announced at an Awards Ceremony in July.

I am delighted to be attending the House of Commons today for the launch of the [Leaders Plus fellowship](#) and to join a roundtable discussion on how we can continue to make the NHS an inclusive and diverse workplace where all can thrive.

Exciting times are ahead!



With best wishes,

Emily Miles

Business and Transformation Lead

In this issue...

- Eitan Reich delivering Fit For Futures programme
- Expressions of interest for Compassionate Leadership Coaching
- Book now LLA & Pioneers present... Practical skills of people management
- Book now BME Inclusion and Talent CoP
- Keep updated on future LWLN BookClub meetings

Latest News

Talent and Culture Change Community of Practice

Convened by Alison Webster from West London Mental Health Trust, The 1st meeting was held last month with some very excited and enthused participants. The group got to know each other with a fun Mr. Potato Head game which will be taken back by members into their own organisations. The group has already come up with some great ideas about developing a Talent sabotage manual along with reams of other great inspiring ideas. If you are interested in joining contact Emmanuel Konde.

EMAIL FOR INFO

Fit for Futures

We're delighted to be working again with Eitan Reich to deliver the Fit For Futures programme. Combining an initial webinar with a PDF manual and three telephone coaching sessions, the programme helps leaders to address the crucial issue of working in and through complexity.

We are currently asking for expressions of interest in order to generate a cohort that can engage in this work from March onwards.

Supporting the realisation of the ambitions
of health and social care...

NHS
London Leadership Academy

FIT FOR FUTURES



There is a pressing need in health and social care for us all to move away from the ways in which we have traditionally approached leading to a non-linear mindset so that we are able to efficiently act and lead in systems.

This means giving up the assumption of straight cause and effect relations between action and reaction and to become more flexible and agile as leaders and managers.

The *Fit For Futures* (FFF) decision making tool is based on future scenarios planning and is carefully adapted to the needs of leaders in the NHS.

The FFF programme begins with an online, one-hour webinar which will explain the tool and the key assumptions underlying it. The webinar, which is not limited in the number of participants, introduces the thinking underpinning the approach and also the materials that will support participants to engage with this new way of leading.

Regarding those materials, the second key element of the programme is an interactive PDF manual, explaining in details how to use the tool. This gives shape to the conversations that participants have around this approach and provides a lasting resource for those who have worked through the programme.

The final component of this innovative course comes in the form of individual coaching support, offered by the author of the tool and its associated materials; a total of three hours of individual telephone coaching is available for each participant.

The FFF tool offers leaders in health and social care practical support to revise their practice to better reflect their positions of influence in systems and the need to acknowledge the day to day facts of working through complexity.

The LLA offers each cohort the opportunity to connect as a supporting network after completion of the formal programme, so that the means and methods associated with the tool remain fresh and applicable for

ABOUT US...

The London Leadership Academy works in health and social care across the capital to develop systems leadership in support of the wider agenda of integration and transformation.

We do this work in three ways: through the offer of open programmes, available to everyone in the NHS who is working to deliver change; via bespoke provision, where these open programmes can be tailored to suit specific needs; and by consultancy, where we bring our extensive expertise in leadership and organisational development to bear in conversation with you so that we can help you to work through the challenges.

To deliver in this way, we have a core team of highly experienced and qualified people, alongside trusted faculty with solid track records in key areas of practice – and our extensive group of associates, people who work across the system in London and whose capabilities can be made available more widely through the LLA.

CONTACT US...

For queries on content and delivery...

Mark Cole
Leadership Development Programme Manager
London Leadership Academy
mark.cole@hee.nhs.uk
020 7125 7247

For expressions of interest...

Ljubica Pijja
Leadership Development Coordinator
London Leadership Academy

EMAIL FOR INFO

Compassionate Leadership Coaching Programme

Ensuring that compassion is present in the care that we offer requires two things: a high degree of self-compassion and a compassionate organisational culture.

This programme - delivered through telephone group coaching and supported by a range of quality materials - allows leaders to consider how best to work to ensure the presence of these two essential elements.

We are asking for expressions of interest in this exciting new opportunity right now, with the aim of starting later in March.

*Supporting the realisation of the ambitions
in health and social care...*

NHS

London Leadership Academy

COMPASSIONATE LEADERSHIP COACHING PROGRAMME



Every NHS Trust is faced with an ever-changing and constantly challenging health economy where delivering more with less is the priority. Unfortunately, this only increases stress and anxiety related symptoms in those undertaking leadership roles, thus having an impact on the provision of compassionate care to patients and when engaging directly with staff and colleagues.

This eight-week distance programme has been found to build resilience in a high pressure working environment, helps to recognize the signs of personal stress and manage this effectively whilst establishing a work-life balance to promote staying healthy and well in work.

The programme is delivered for us by Amanda Super, a Chartered Psychologist and Executive Coach with over twenty years of experience in the field of personal and professional development.

She has brought her expertise to the subject of compassionate leadership as a means of developing our understanding and practice of this cutting edge phenomenon. This unique coaching programme is based on the journeys her many NHS clients have taken towards developing resilience and self-compassion. Amanda is the author of the recently published book "A Year of Self-Compassion – Finding Care, Connection and Calm in our Challenging Times."

This innovative programme combines online coaching, access to training webinars, and pre- and post-course evaluative exercises to produce a truly engaging and tightly focused way for leaders to explore compassion in terms of both self and in regard to their organizational contexts.

Expressions of interest are invited now, with the programme launching on 19 March 2018 – so please contact us at your earliest opportunity about this exciting initiative.

ABOUT US...

The London Leadership Academy works in health and social care across the capital to develop systems leadership in support of the wider agenda of integration and transformation.

We do this work in three ways: through the offer of open programmes, available to everyone in the NHS who is working to deliver change; via bespoke provision, where these open programmes can be tailored to suit specific needs; and by consultancy, where we bring our extensive expertise in leadership and organisational development to bear in conversation with you so that we can help you to work through the challenges.

To deliver in this way, we have a core team of highly experienced and qualified people, alongside trusted faculty with solid track records in key areas of practice – and our extensive group of associates, people who work across the system in London and whose capabilities can be made available more widely through the LLA.

CONTACT US...

For queries on content and delivery...

Mark Cole
Leadership Development Programme Manager
London Leadership Academy
mark.cole@hee.nhs.uk
020 7125 7247

For expressions of interest...

Ljubica Pilja
Leadership Development Coordinator
London Leadership Academy
ljubica.pilja@hee.nhs.uk
020 7866 3614

EMAIL FOR INFO

LWLN Book Club

The London Women's Leadership Network Book Club are meeting again on the 21st March at 8am in the Le Pain Quotidien near Festival Hall. This time we will be discussing Option B by Sheryl Sandberg. Do come and join us, whether you've read it or not.

The Book Club meet roughly every eight weeks, alternating breakfast and evening meet ups. The books are suggested and voted for by our members.

If you'd like to be kept updated on future LWLN BookClub meet ups, let us know.

Book Now

LLA & The Pioneers present...

Date: 14 March 2018 & 22 March 2018

Time: 09:30 to 10:30

Venue: TBC Central London

Target Audience: Leaders across Health and Care

The London Leadership Academy & The Pioneers present one-hour, breakfast taster workshops exploring some of the practical skills of people management. The final two sessions are: 'Having an impact on what your team feel and think' & 'Using storytelling in effective 1:1s'

The Pioneers are changing the way the world manages its people. What makes them different is that they understand how organisations work, how people work and how to effect change. This means they get results, so book now!

[CLICK HERE TO BOOK NOW](#)

OD for Non-OD Practitioners

Date: 21 March 2018

Time: 09:30 to 16:30

Venue: TBC Central London

Target Audience: Open to All

OD for Non-OD Practitioners – Running for a second time, this previously sold-out workshop aims to provide an opportunity for those who do not consider themselves Organisation Development practitioners to come along and explore what OD is and is not

Participants will consider dominant approaches to change in our health and care environment, consider the key competencies for the delivery of OD, compare and contrast an OD approach to change with others modes of change agency, amongst others.

[CLICK HERE TO BOOK NOW](#)

Black & Minority Ethnic (BME) inclusion and Talent Community of Practice

Date: 21 March 2018

Time: 14.00 to 16.00

Venue: De Vere Grand Connaught Rooms

Target Audience: Open to All

How inclusive are your Talent Management processes? How representative is your talent pool? Does this impact your workforce? Your organisation? Your outcomes?

If you want to make a difference to your organisation through being part of a community using collective wisdom, innovation and inspiration be part of our new and exciting BME Inclusion and Talent CoP. See your [video invite here](#). Come to our first meeting and contribute to co-creating the community

[CLICK HERE TO BOOK NOW](#)

LLA Roadshow SW London: Beyond Difference: A Human Centred Approach to Inclusion

Date: 02 May 2018

Time: 13:00 to 15.30

Venue: Hounslow & Richmond Community Healthcare Trust

Target Audience: Open to All

In this workshop, participants will be introduced to practical, relevant case studies which explain the general principles of human rights in the context of the NHS. The sessions will be run using a semi-structured, dialogic model (based on the work of Isaacs and Klein). This will mean participants experience an inherently inclusive learning environment where they can safely generate and test out fresh thinking around the application of human-centred approaches to inclusion.

[CLICK HERE TO BOOK NOW](#)

Paying Attention to Attentiveness in Contemporary Leadership

Date: 29 May 2018

Time: 18.30 to 20.30

Venue: The Auditorium, Stewart House, 32 Russell Square, London, WC1B 5DN

Target Audience: Open to All

Leaders are charged with delivery, often at a breath taking scale and pace. This invariably entails the need to maximise performance in their teams.

Alongside that, though, there is the stipulation that they should lead compassionately and give increased attention to the health and well-being needs of their workforce.

In this Gurteen Knowledge Café, we will explore the role of **attentiveness** in bridging the requirements both to deliver and to care in the contemporary workplace.

[CLICK HERE TO BOOK NOW](#)

Join In

To join our different leadership networks please click on the icons below. You can also request coaching, mentoring or 360 facilitation to help support you on your leadership journey.



Request **360** Facilitation

Follow us on
Twitter

Email us for
more info

Explore our
website



You are receiving this email because you have signed up to receive updates from the London Leadership Academy.
To update your preferences or unsubscribe from this list please use the links below.

Our leadership programmes events are available to NHS staff in order to build capacity across London. If you are not currently employed by the NHS, you will not be accepted onto our programmes. Our events are often oversubscribed, therefore if you book onto our programmes but fail to attend, you may be charged. To learn more about our attendance policies please email londonleadershipacademy@hee.nhs.uk



You are receiving this email because you have signed up to receive updates from the London Leadership Academy. To update your preferences or unsubscribe from this list please use the links below.

 Like

 Tweet

 Share

 Forward

[Preferences](#) | [Unsubscribe](#)