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| 7th December 2021 |

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| **Leadership, Lifelong Learning and Talent Management in the East of England**  **December 2021** |

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| Dear Colleagues,  This month we have a Spotlight on …Talent Management!  Doplease contact us [here](mailto:eoe@leadershipacademy.nhs.uk) for more information or to **send any comments and feedback on our updates.**  **Following feedback from our previous editions, we have now made it easier to quickly access certain sections of our newsletter. Please ctrl + left click on the below links to be taken to the relevant section from that workstream:**  [Latest News](#Latest_News)  [Spotlight on Talent Management](#Talent_Management)  [Upcoming Events](#Upcoming_Events)  [Primary Care](#Primary_Care)  [Leadership Development](#Leadership_Development)  [Inclusion](#Inclusion)  [Systems Leadership](#Systems_Leadership)  [Graduate Management Training Scheme](#Graduate_Management_Training_Scheme)  [Coaching and Mentoring](#Coaching_And_Mentoring)  **Who we are and what we do -** The Leadership Academy in the east of England supports our staff to access the full range of nationally recognised and accredited Leadership Academy Development and Talent programmes available for staff of all backgrounds and experiences across health and care. Regionally we also provide a wide range of support at all levels, from coaching and mentoring to graduate scheme placements and talent management. **Please visit our website**[**here**](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-r/) |

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| **Latest News** |

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| **Supporting Winter Leadership Offers -** Our regional virtual, bitesize events aim to support leadership wellbeing and enable leaders to connect, recover, renew and respond to the ongoing challenges of leading within a pandemic. **Browse our Winter Wellbeing Offers** [**here**](https://eoe.leadershipacademy.nhs.uk/development-support/supporting-winter-leadership-offers/) **to learn more about the wide range of opportunities currently available for all staff and to book your place.**  **Apprenticeships currently OPEN for applications:**   * **Coaching Professional Level 5 Apprenticeship** with optional **Mary Seacole Programme** (next cohort Feb 2022). Please contact [riteshbiswas@bpp.com](mailto:riteshbiswas@bpp.com) if you require further information or wish to apply. * **Accountancy Professional Level 7 Apprenticeship** with **Mary Seacole Programme** (next cohort Spring 2022). Please contact [david.fields@cipfa.org](mailto:david.fields@cipfa.org) if you require further information or wish to apply. * **Customer Service Practitioner Level 2 Apprenticeship** with **Edward Jenner Programme** (next cohort Jan 2022) * **Customer Service Specialist Level 3 Apprenticeship** with **Edward Jenner Programme** (next cohort Jan 2022) * **Business Administration Level 3 Apprenticeship** with **Edward Jenner Programme** (next cohort Jan 2022).   Please contact [train@mbkbgroup.com](mailto:train@mbkbgroup.com) if you require further information or wish to apply for any of the above.   * **Systems Thinking Practitioner Level 7 Apprenticeship** with optional **Mary Seacole Programme** (next cohort Jan 2022) * **Senior People Professional Level 7 Apprenticeship** with optional **Mary Seacole Programme** (next cohort Jan 2022).   Please contact [john.mcmahon@togethertraining.co.uk](mailto:john.mcmahon@togethertraining.co.uk) if you require further information or wish to apply for any of the above.  **OD in the NHS IX: Purpose, practice, presence -**The ninth annual OD in the NHS conference is taking place virtually on **Tuesday 22 February 2022**. The conference, Purpose, Practice, Presence; will focus on the purpose of OD in a changing NHS, working on our own OD practices, and amplifying our presence. This is a real opportunity for you to connect with OD colleagues across the system and learn from some internal and external OD practitioners. [https://www.nhsemployers.org/events/od-nhs-ix-purpose-practice-presence](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-y/) |

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|  | **#WinterWarmers - Coffee connection opportunities for team leaders and managers**  #WinterWarmers is for any team leader or manager currently working in health and care and is like ‘coffee roulette.’ You will be randomly selected to connect with another health and care peer and |
| invited to **self-organise** at least one 30-minute call to connect, learn more about each other and have a peer conversation on staying-well and leading-well during winter.  Our hope is, that through enabling peers to connect, you will find your strength and shared learning to support you and your teams to continue to deliver amazing things for the NHS.  [Find out more about #WinterWarmers](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-j/)  [Register for #WinterWarmers her](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-t/)[e](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-i/) | |
| **ProjectM -** A place and space for team leaders and managers to connect, share and learn together - [ProjectM](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-u/)  **Executive Suite - Supporting senior leaders in health and care -**A comprehensive suite of supportive offers and resources for senior and executive leaders in health and care **-** [Executive Suite – Our NHS People](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-o/)[.](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-b/) | |

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| **Spotlight on...Talent Management** |

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| Our overall ambition for talent management ‘seeks to mobilise the many rather than the special few, and unleash the potential of whole workforce, driving greater retention, skills development, mobility, and pipelines to critical roles within and across each ICS, so our collaborative working and planning will facilitate this.  **What’s on in - East of England Talent:**   * If you are a Talent lead or have a responsibility for talent management within your organisation or system join us at our next [**Talent Community of Practice**](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-n/)**on Thursday 9th December 2021 10:00am to 12:30pm** * Our quarterly update **‘**Talent Talks’ includes latest news and sharing of good practice across the region. Look out for our Christmas edition circulated in December. * Our seasonal series of 'Focus on Talent’ workshops and masterclasses are open to our talent leads, those with an interest in talent management and our talent pools. For further information please [click here](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-p/) * Working in partnership with [NHS IMAS](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-x/) and the Midlands region, we are pleased to announce the relaunch of The [Midlands and East of England Executive Talent Scheme](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-m/). The scheme provides a talent pool of individuals who can be appointed into interim Exec level positions. Click [here](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-c/) for more information or email the [MEET scheme](mailto:MEET.scheme@leadershipacademy.nhs.uk) * We support the local roll out of a wide range of programmes that supports the [career development](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-q/) of diverse talent pipelines these include [Non-executive opportunities in the NHS](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-a/), High Potential scheme, Aspirant Chairs, Aspirant CEOs, the Executive Director Pathway and our regional talent pool.   For more information about any of our programmes or initiatives click [here](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-f/) or [email us](mailto:Talent.EOE@england.nhs.uk) |

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|  | We are pleased to announcethat 4 systems—including 11 organisations—across the east of England are currently testing our new and exciting **Scope for Growth - career conversations** model ahead of wider roll-out across the NHS. It supports delivery of the People Plan and the People Promise. |

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| The model provides an inclusive approach to career development conversations that views everyone as talent. It builds on current approaches and puts the quality of the talent conversation at its heart. It aims to encourage holistic, person-centred conversations so that we can better recognise and discuss strengths, future aspirations and potential. |

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|  | Scope for Growth is a 3-year change and transformation programme, putting our NHS workforce at its centre. The model offers 3 steps in support and development:   * Aspirational Talent career conversation * Tools, resources guidance * A mechanism to measure Scope for Growth outcomes |

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| The person-centred approach establishes psychological safety, enables recognition and engenders a discussion based on strengths, future aspirations and contribution. It’s aligned with Talent Management approaches including ‘Our Leadership Way’ and an ‘in development’ NHS high-potential model. Scope for Growth is underpinned by a strong evidence-base and has been used for over 20 years, supported by more recent further research into positive psychology.  The east of England test sites have been exploring Scope for Growth and are looking to test its application across a variety of target groups: |

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|  | * Positive Action Programmes – looking to support more diverse talent pipelines * Targeting Specific Key Roles – identified key gaps in workforce planning. i.e., Operational general manager roles and nurse progression * Used to support applications onto Leadership Programmes * Creating a common language across health and social care in terms of talent management. * ICS development - supporting retention * If you would like to find out more about the model please contact the [Talent team](mailto:talent.EOE@england.nhs.uk) |

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| **Upcoming Events** |

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| Expert facilitated workshops, leadership development programmes, webinars and practice communities enable pan-sector, cross organisation peer learning which also help you to make connections and build networks.  **Leadership Development Sessions**  **Mindfulness Masterclass:** The introductory Mindfulness Masterclass combines the latest insights from neuropsychology and emotional and social intelligence and explores what mindfulness means, the benefits and applications in everyday life, as well as providing participants with the experience of mindfulness practices. This is then followed by a series of weekly mindfulness sessions to embed the practice into everyday life.   * [1 Hour Introductory Masterclass: 11th January 2022 at 4.30pm](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-z/)   ​**Trauma-informed Leadership:**Is about being well-informed to understand and appreciate the emotional scars that people may be struggling with. Approaching leadership with an understanding of trauma helps us see and treat others, and ourselves, with more empathy and compassion.   * [9th December 10:00 - 12:30](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-v/) * [9th December 14:00 - 16:30](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-e/) * [13th January 09:30 - 12:00](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-s/) * [13th January 13:30 - 16:00](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-g/) * [10th February 09:00 - 11:30](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-w/) * [10th February 13:00 - 15:30](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-yd/)   **Compassionate Conversations Masterclass**: Building a compassionate culture through everyday compassionate conversations has a wide range of benefits including boosting our health and wellbeing, enhancing our working relationships, and creating an inclusive and supportive climate.   * [6th January 09:30 - 16:30](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-yh/) * [17th January 09:30 - 16:30](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-yk/) * [1st February 09:30 - 16:30](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-yu/)   ​**The Art of Being Brilliant:**Helping you shine by reconnecting you with you.   * [16th December 09:30 - 11:30am](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-jl/) * [15th February 18:00 - 20:00pm](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-jr/)   **Rising Stronger:**Nudging you to remember who you are at your best. That’s not only good for you. It creates positive ripples that impact on your family, your team and patients.   * [12th January 09:30 - 11:30am](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-jy/)   **Authentic Leadership:**will give you time and space to consider: Why authentic leadership is important for NHS leaders and managers to model at this time, What authentic leadership is, How authentic leadership can support resilience in yourself and your team, How to develop your own authentic leadership style and Preconceived ideas as to what managers and leaders do.   * [18th January 09:30 - 11:00am](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-jj/) * [9th February 14:30 - 16:00pm](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-jt/)   **Talent Management Sessions** (Contact [talent.EOE@england.nhs.uk](mailto:talent.EOE@england.nhs.uk) for more information)  Expert facilitated workshops, leadership development programmes, webinars and practice communities enable pan-sector, cross organisation peer learning which also help you to make connections and build networks.  Our Talent workshops are aimed primarily for aspirant leaders who are seeking to develop their career and take that next step and our Talent Community Practice members.  **Our range of career development workshops are:**   * [Realising the Impact of Your Potential - 18th January 09:30 - 11:00](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-ji/) * [Building your Networks to Support your Career - 1st Feb 14:00 - 15:30](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-jd/) * [Career Confidence and Banishing the Imposter - 10th Feb 09:30 - 11:00](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-jh/) * [Career Confidence and Banishing the Imposter - 16th March 14:00 - 15:30](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-jk/)   **Your Brilliant Career – Supporting Women Progress to Reach Their Career Potential**   * [26th January 09:30 - 15:30](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-ju/) * [22nd February 09:30 - 15:30](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-tl/) * [2nd March 09:30 - 15:30](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-tr/) * [16th March 09:30 - 15:30](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-ty/)   ​Please click [here](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-tj/) to see all our events and more info. Although these sessions are booked up quickly, those on waiting lists will be prioritised and contacted for future sessions. |

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|  | **Our NHS People - Bitesize learning**  Develop new skills and discover new ways to improve your experience of work with a selection of short guides developed by experts. Open to anyone in health and care. Please find list of bitesize sessions [here](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-tt/). |

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| **Our NHS People – resources, guides and tools for leaders, staff and managers at all levels** **:**[Our NHS People](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-ti/). [Follow the right pathway for you](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-td/). [Team and individual support](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-th/) |

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| **Primary Care** |
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| **1:1 Coaching for Primary Care Clinical Directors**  For the PCNs to play their part in delivering the Long-Term Plan,  Clinical Directors as senior leaders of their networks will need to  work collaboratively with stakeholders across the wider system. As senior leaders, Clinical Directors will be expected to demonstrate behaviours which are inclusive, compassionate, collaborative and person-centred in their approach. Coaching offers highly impactful, forward-focused, action-orientated, personalised support with a strong evidence-base for success.  It provides one-to-one support that is flexible to meet the needs of the individual, whilst also accelerating personal development in key areas for effectiveness in their roles.  If you are a Clinical Director of a PCN and would like to access 1:1 coaching support from a qualified experienced executive coach we can help you.  To enquire please contact us at [eoe@leadershipacademy.nhs.uk](mailto:eoe@leadershipacademy.nhs.uk) .   **Health Inequalities and Population Health Webinars**  A collaborative programme delivered in partnership with the Midlands Leadership & Lifelong Learning Team. In line with the People Plan, Long-Term Plan and PCN maturity matrix we are currently offering two bitesize webinars designed to offer support and helpful strategies for you to manage your teams who have worked and continue to work under enormous pressures, brought about by Covid-19 and ongoing Winter pressures. Our expert facilitators are highly experienced in the areas of trauma, mental health wellbeing, and recovery and provide a safe environment where people come together to learn from shared experience. Most importantly take time out to reflect, explore and feel emotionally recharged.  Please check out our current leadership development offers on our website [East of England – NHS Leadership Academy](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-tk/), on our [Events](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-tu/) page and in the upcoming events section above.  **Webinar 1: Adopting a Population Health Management approach to tackle inequalities**   * [Wednesday 15th December – 14:00 to 16:30](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-il/) * [Tuesday 25th January 2022 – 10:00 to 12:30](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-ir/)   ​**Webinar 2:  Affect real change in your community to tackle inequalities – a behavioural science approach**   * [Wednesday 8th December – 17:00 to 19:30](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-iy/) * [Thursday 16th December – 14:00 to 16:30](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-ij/) * [Monday 31st January 2022 – 10:00 to 12:30](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-it/) * [Tuesday 8th February 2022 – 17:00 to 19:30](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-ii/)   Watch our video clip on Health inequalities: [https://eoe.leadershipacademy.nhs.uk/development-support/primary-care/health-inequalities-in-population-health/](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-id/) |

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| **Leadership Development and Inclusion** |
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| Please check out our current leadership development offers on our website in the upcoming events section above. For Coaches and Mentors there are a range of sessions which enable you to undertake your Continued Professional Practice.  **Level 5 Operations and Departmental Manager Apprenticeship with Mary Seacole** -Expressions of interest deadline **has been extended to Friday 10th December**. For full details on how to express interest see below. YouTube Link to information sessioncan be found [here](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-ih/).  The NHS Leadership Academy have also produced a quick survey and would like to understand on an individual and organisational level, what factors may affect interest in **not** applying at this time. The survey should take no more than 5 minutes to complete, link [here](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-ik/).  **Expression of Interest – Information Required:**   * Email Ritesh [riteshbiswas@bpp.com](mailto:riteshbiswas@bpp.com) to express your interest. Please ensure you provide the following information on your expression of interest email: * Please state you wish to apply for ‘ODM L5 with Mary Seacole’ * Full name of your trust / organisation of learner (no acronyms e.g. LSCFT) * Your email address of learner * Email address of your line manager * Email address of your apprenticeship Lead   **Creating High Resilience Teams teaser!** - We will soon be launching management development sessions that will look to explore how we can be pro-active in building resilience that goes beyond the realms of personal resilience and personal wellbeing. As we continue to focus on recovery in the NHS, we are looking to shine the light on management skills in the space of organisational resilience, building capability, proactivity in avoiding workplace risk and designing work environments that do not leave our employees unnecessarily exposed in a VUCA (volatile, uncertain, complex and ambiguous) world. We will be drawing on multiple resources including organisational resilience experts, local resilience forums and internal expertise in people management skills. Please look out for more information coming soon!  **Inclusion**  Disability History Month – 18 November to 18 December 2021 - This year Disability History Month is focussing on the themes of [Disability and Hidden Impairments](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-iu/) and [Disability, Sex and Relationships](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-dl/). Find information, events and resources at [https://ukdhm.org/](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-dr/) |
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| **Book Now! Wraparound support sessions for Ready Now and Stepping Up alumni and prospective programme applicants**  We’re delighted to be working with [Patricia Ezechie](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-dy/), a creative and experienced coach who specialises in career management, personal development, resilience and wellbeing. Patricia is offering a wraparound package of support including a series of workshops and 1:1 coaching sessions for those who have completed, or are interested in, the [Ready Now](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-dj/) and [Stepping Up](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-dt/) programmes.  **Creating the career you want™**   * Wednesday 15th December from 10.00 – 12.00: Click [here](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-dd/) to book   **Personal Impact, Influence and Networking**   * Tuesday 25th January 2022 from 2.00 – 4.00: Click [here](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-dh/) to book * Wednesday 16th February 2022 from 10.00 – 12.00: Click [here](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-dk/) to book   **Overcoming Imposter Syndrome and Leading With Confidence**   * Tuesday 1st March 2022 from 2.00 – 4.00: Click [here](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-du/) to book * Wednesday 23rd  March 2022 from 10.00 – 12.00: Click [here](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-hl/) to book   **Coaching Sessions** will offer one session of one hour per person. These can be booked as a stand-alone session or in conjunction with the workshops. Click [here](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-hr/) to book |

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| **Systems Leadership** |
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|  | **“What is the mindset that empowers compassionate leadership to drive collaboration and high trust relationships in difficult times”**  Join Alec Grimsley and Gillian Campbell from the Arbinger Institute who are two of the UK’s most sought after speakers and facilitators on the subject of mindset and culture. Between them they developed, coached and facilitated 15 NHS exec teams, 3 ICS/ICP’s and over 7000 NHS leaders and clinical professionals have attended their workshops. |

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| **We are delighted to bring you the opportunity to attend a 90-minute virtual session on** **The Outward Mindset** which has been implemented within 20 NHS and social care related organisations for developing compassionate and collaborative leadership.  **The flow of this 90 min session will include:**   * How an Outward Mindset can enable leaders to build collaboration and trusted relationships both in their own teams and across the system stakeholders they seek to influence * An incredible tool for breaking down silo’s, resolving conflict and strengthening key relationships * How an Outward Mindset builds a self-accountable culture.   **Delivery dates are as follows:**   * Wednesday 2nd February   09:30-11:00 * Thursday 10th February     13:00-14:30 * Tuesday 15th March          09:30-11:00 * Thursday 24th March        10:30-12:00   To find out more about the Outward Mindset and details of how to reserve you please can be found here: [The Compassionate Collaborative Leader – East of England (leadershipacademy.nhs.uk)](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-hy/)  **How to have supportive conversations with your people - A** virtual 90-minute bite size session and learn more about how to build your confidence and competence in holding supportive conversations with your people.  Whether you are leaders in Primary Care, Acute, Community, Social Care and in the Voluntary, Community & Social Enterprise sector we understand the fast paced, challenging working environment you as leaders are working in and the need to support your people.  We want to hear about your experiences of dealing with staff under pressure as well as:   * Explore factors that influence individuals’ ability to manage the challenges of extreme pressure * Consider the difference between stress, PTSD, and burnout * Raise collective awareness of the consequences of not having supportive conversations * Identify ways to create a safe space for supportive conversations with individuals * Reflect upon the impact of work demands on you as a manager, and how to maintain boundaries and look after yourself * Share learnings and discuss strategies to take back into work   Delivered by Meercat Consulting dates and **details are as follows:**   * Tuesday January 18th      09:30-11:00 * Tuesday February 22nd   09:30-11:00 * Monday March 7th           09:30-11:00 * Tuesday March 29th        09:30-11:00   To reserve you place please visit our website at: [How to have supportive conversations with your people – East of England (leadershipacademy.nhs.uk)](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-hj/)  **Care Home Manager’s Leadership Learning Groups:** The EoE Leadership Academy are supporting 36 fully funded placements on this leadership development programme being delivered by CSB Learning. The first phase of cohort dates is now fully booked however we have commissioned a further three cohorts with a limited number of places available on the following dates: |

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| **Cohort 5**   * Intro - Monday 28th March 2022 * Day 1 - Friday 8th April 2022 * Day 2 - Friday 29th April 2022 * Day 3 - Friday 20th May 2022 * Day 4 - Friday 10th June 2022 * Day 5 - Friday 1st July 2022 | **Cohort 6**   * Intro – Friday 18 March 2022 * Day 1 – Monday 4 April 2022 * Day 2 – Monday 25 April 2022 * Day 3 – Monday 16 May 2022 * Day 4 – Monday 6 June 2022 * Day 5 – Monday 27 June 2022 |

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| This programme is open to Care Home managers/Deputy Care Home managers (or those with equivalent level of responsibility) directly employed within a care home across the East of England. For further information and the application form please visit our dedicated page [here](https://eoe.leadershipacademy.nhs.uk/development-support/system-leadership/care-home-managers-leadership-learning-groups/).  **Digital skills for leaders 2022 – Do you need to review your digital skills?**With the rapid switch to digital tools during the pandemic, the daily skills that we need to master to communicate have changed dramatically. To complicate matters, many leaders have had to acquire knowledge of these skills remotely, which has left many of us feeling a bit out of our depth when it comes to tech.  This course will provide a refresh of basic digital skills and tools and aims to increase your confidence to hold your own in a virtual world. Whether you’re not sure how to set up your video camera or would just like to know what some of the jargon means, we will aim to answer all those basic questions you are too afraid to ask your IT department. Delivered virtually via MS Teams and open to all staff working in health and care in the East of England you can join us on the following dates:   * Tuesday 1 February 09:00 – 11:00 * Thursday 17 February 09:00 -11:00 * Monday 14 March 14:00 – 16:00 * Weds 30 March 14:00 – 16:00   To book a place please follow the link: [Digital skills for leaders 2022 – Do you need to review your digital skills? – East of England (leadershipacademy.nhs.uk)](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-hi/)  **Leading for Change -** The Leading For Change leadership programme is for patients and public and those NHS staff who are engaged in managing patient and public involvement.  It is a four day programme run by the Citizens’ Senate [www.eoecitizenssenate.org](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-hd/)  and the King’s Fund.  It is focused on updating existing skills and developing new skills in order to enable effective partnership with Health Professionals.  A fundamental element of this programme is a willingness to work collaboratively and strategically with the system.  The programme content will help gain confidence to engage in conversations and to improve relationship building and influencing skills.  **Key aims:**   * To support capability and confidence and influence decisions in ICSs and Healthcare Partnerships * Build on confidence and knowledge to enable effective engagement * Make change happen in our heath and care system   Date of the cohorts are as follows:   * **Day 1 –** 25 January * **Day 2 –** 27 January * **Day 3 –**15 February * **Day 4 –** 8 March   For more details about the programme please contact Trevor Fernandes on [citizens.senate@eahsn.org](mailto:citizens.senate@eahsn.org) on 07847 344753. To apply for a place [https://surveys.eahsn.org/zs/ReB8bO](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-hh/) |

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| **Graduate Management Training Scheme** |
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| **Applications for the September 2022 Scheme are now open!**  If you’re ready to develop your career as a future NHS leader within the East of England, the NHS Graduate Management Training Scheme can give you the training and support you need to achieve your leadership potential.  The scheme is not just for new graduates, we welcome the experience that NHS internal applicants bring to the scheme and encourage applications from staff with protected characteristics. It’s crucial that the NHS develops a diverse pool of leadership talent to meet the needs of a diverse population. The Scheme will support you in developing skills, experience, and confidence to begin your leadership journey successfully As current NHS employees, you will benefit from protected terms that are in your existing contract.  To find out more about the scheme, visit our [website](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-hk/). You can also keep up to date by following us twitter.com/NHSGradScheme and facebook.com/NHSGraduateScheme  **Apply to be a host organisation -** The host organisation application window for September 2022 will open between **1st November 21 and 15th of February 22**. Please contact the [team](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-hu/) for more information. |

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| **Coaching & Mentoring** |

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| For all Coaches and Mentors we have a range of sessions to enable you to undertake your Continued Professional Practice as well as supporting staff to develop new skills.  **Coaching Through Transition - Through The Lens of NLP**   * [11th January 14:00 - 16:00](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-ky/)   **Introduction to Coaching Skills for Managers:**Giving managers some simple tools and thoughts that will help them adopt a coaching approach to managing their people   * [13th January 10:00 - 12:00](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-kj/) * [20th January 12:30 - 14:30](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-kt/) * [26th January 10:00 - 12:00](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-ki/) * [31st January 12:30 - 14:30](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-kd/) * [11th February 10:00 - 12:00](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-kh/) * [17th February 14:00 - 16:00](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-kk/)   **Coaching Practice Sessions Workshop**: In this space you will work in 3s (coach/coachee/observer) to develop your coaching skills and confidence, enabling better coaching relationships and outcomes.   * [14th December 16:30 - 18:30](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-ul/)   ​**Group Supervision for Coaches & Mentors:**These sessions are intended for practising coaches as part of their CPD requirement.   * [20th January 09:30 - 12:30](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-ur/) * [24th February 09:30 - 12:30](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-uy/)   **Coaching Skills Refresher:**In the workshop you will get the opportunity to pose the questions and dilemmas you have faced whilst you have been coaching. We will work on some of the myths in the coaching system that suggest coaching has to be complex. In fact, we will experiment with the simplicity of coaching, which is actually the coach’s best friend in relation to succeeding with transformational conversations for your client.   * [4th February 13:00 - 15:30](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-uj/)   **Mentoring Skills Programme - a two part mentoring programme:**The sessions will be interactive, bring you up to date with current thinking and will afford you the opportunity to reflect on your practice as a mentor, whilst gaining or topping up your skills in key areas of mentorship so you can Mentor with confidence and make a real difference! For more information on these sessions or to book onto a session, please visit the dedicated page [here](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-ut/).  **Session A will:**   * Look at the different ‘Schools’ of mentoring, considering the similarities and differences in each * Look at the definition, skills and attitudes of being a mentor (i.e. the job description of a mentor) * Discuss the co creation of the mentoring contract * Think about how to co create a partnership where power differentials are redressed to enable the right work to take place * Explore psychological safety and what that means in mentoring relationships   **In between Session A&B -**You will be asked to seek out a mentoring style conversation to enable you to bring your lived experience back to the virtual training room for sharing and reflective learning (only themes will be worked with, no confidential data).  **Session B will:**   * Build key skills and competencies of being a great mentor including   + Listening skills   + Questioning skills   + Moving to action & accountability * Work on the reflective practice of being a mentor * Explore Ethical practice |

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| **Previous Newsletters and further information** |

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| * [September](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-ui/) * [October](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-ud/) * [November](https://eoe.leadershipacademy.nhs.uk/wp-content/uploads/sites/6/2021/12/November-Newsletter-2021.docx) |

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| [Twitter](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-uh/)[LinkedIn](https://eastofenglandleadershipacademy.cmail19.com/t/j-i-zjrtrly-l-uk/) | **Please take a look at our social media platforms and give us a follow to keep up to date** |

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| If you have any queries, please contact us at [eoe@leadershipacademy.nhs.uk](mailto:eoe@leadershipacademy.nhs.uk) or tweet us @eoeleadership  You are receiving this email as a colleague working in NHS England and NHS Improvement. To opt out of receiving this newsletter, please let us know [here](mailto:eoe@leadershipacademy.nhs.uk)  The East of England Leadership and Lifelong Learning Team is part of NHS Improvement. NHS Improvement respects your privacy and is committed to protecting your personal data. This privacy notice will inform you as to how we look after your personal data and tell you about your privacy rights and how the law protects you. |

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