

Dear NHS Trust CEOs and Diagnostic Service Leads

East of England Diagnostic Workforce Leaders' Development Programme 2023

To support Clinical leaders and service managers working within diagnostic services to meet the specific challenges of leading transformation in 2023, whilst delivering on elective recovery (Professor, Sir Mike Richards Recovery and Renewal (November 2020) refers), the East of England Leadership Academy, HEE and NHSE Regional Diagnostics Transformation Team are offering a bespoke, fully funded, system leadership and capability learning and development programme. The programme is open to clinicians and managers, working in Trusts, Networks or Integrated Care Boards across the five major diagnostic modalities: Imaging, Pathology, Endoscopy, Physiological Sciences and Genomics.

I am writing to ask you to **actively sponsor and encourage members of your team to apply by 10 February 2023**, to secure a place on the programme (there are 60 places available). The programme is designed to provoke fresh thinking, skills, and behaviours required to stimulate the desire for change and the confidence to lead and actively shape service transformation across the system. The primary focus is therefore building leadership capability in diagnostic services but tangibly linked to working in complex adaptive systems driven by the enablers of:

- Workforce transformation
- Community Diagnostic Centres development
- Digital Diagnostics
- Developing Clinical Pathways
- Using Data better
- Improving Productivity
- Horizon Scanning
- Changed ways of doing business: business planning, commissioning and contracting

The programme runs from 21 March 2023 - 5 December 2023 and consists of a range of interventions including:

- **In person programme launch and induction event:**
21 March 2023, 10.00 -16.00 (venue to be confirmed)

This is followed by the ten-month on-line programme consisting of:

- **Monthly 1 hour webinar sessions (six in total):**
 - Topics range from understanding purpose (self and system); system and group dynamics; the imperative for healthy and impactful collaboration; authority, presence and impact required to lead transformation; leadership stretch.
 - Dates: 04/04/23; 24/05/23; 29/06/23; 04/08/23; 13/09/23; 26/10/23; and 05/12/23
- **Monthly (circa 2hrs) Application Learning Groups (five in total)**
 - Participants will take the webinar learning, aligned with their live work situations into their ALG.
 - The ALGs will vary in focus, aligned with key enablers, and participants will be invited to select the area they wish to focus on.
 - ALGs will meet between the monthly webinar sessions for circa 2 hours - mutually convenient dates to be agreed between participants and the facilitators.

- **Personal profiling and support.** Using the PRISM behavioural mapping tool, each participant will receive a personal profile report with a confidential 1 hour 1-2-1 feedback session which will underpin personal learning.

In addition to the above participants will enjoy a

- Shared collaborative space with online discussion forum and resources
- Mentoring and coaching from experienced local service and clinical leaders plus optional access to coaching on personal leadership related issues from the EoE local coaching network.

Finally, to consolidate learning, participants will be asked to write a short reflective piece (1,500 words).

I have attached the information sheet and application form that will be sent to staff on 13 January 2023 which, in addition to the information in this request to encourage and sponsor, outlines the leadership topic areas that will be covered.

Tricordant Ltd, our preferred supplier, with whom the Steering Group have been working closely, will be running taster sessions for staff on 25 and 31 January which we anticipate will also act as an encourager.

If you have any queries, please contact amber.ramans-harborough@leadershipacademy.nhs.uk

Best wishes

Jessica Watts

Director of Operations and Intensive Support
Regional Greener NHS and Diagnostics Programmes Director
NHS England East of England