

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

**January 2023**



**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 provide a wide range of support at all levels, from systems leadership thinking and behavioural skills development, leadership/management skills development, primary care development as well as coaching and mentoring to graduate scheme placements and talent management.

**Your Leadership Journey** - Our guide signposts you to programmes and interventions available regionally and nationally to support you at all stages of your career. Please click [here](https://eoe.leadershipacademy.nhs.uk/development-support/your-leadership-journey/) to take a look.

To find out more visit [East of England – NHS Leadership Academy](https://eoe.leadershipacademy.nhs.uk/)

**Upcoming Events - Leadership and Lifelong Learning**

Our regional virtual, bitesize events aim to support leadership wellbeing and enable leaders to connect, recover, renew and respond to the ongoing demands of leading within challenging times.

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| **Compassionate People – collective well-being and allyship**. This workshop provides an opportunity to better understand the roots of direct, indirect, and systemic racism and other forms of discrimination and how to relate this to their personal and working lives. It will also cover simple and practical ways to support others and build inclusive practices that ultimately positively impact everyone’s well-being.  [Thursday 16th February 13:30-15:00](https://eoe.leadershipacademy.nhs.uk/event/the-power-of-compassion-for-inclusion-compassionate-people-collective-wellbeing-and-allyship/) | **Compassionate Cultures – action for change**. This workshop provides an opportunity to understand how microaggressions and microinvalidations can manifest and their impact. To understand how to support change at different levels, whether for an individual, group, or organisation.  And how different approaches and practices can contribute to building an inclusive culture and make a positive difference.  [Tuesday 21st February 09:30-11:00](https://eoe.leadershipacademy.nhs.uk/event/the-power-of-compassion-for-inclusion-compassionate-people-compassionate-cultures-action-for-change/) |
| ***How to lead in an ICS (when you know you’re not in charge) Getting to common purpose, narrative and commitment -*** Come and join us on a new systems leadership programme, designed to help you navigate your way through an Integrated Care System, build trust, work across boundaries and effect change.    The sessions are particularly aimed at people across working in transformation, organisation development and leadership development.  Over four sessions, we’ll cover what systems leadership is and how it works; what you can do; traps to avoid; and tools and techniques that we know work in these situations. To get the most from this offer we recommend you attend all sessions.   * **Session 1:** Fully booked * **Session 2:** [Monday 27th February 9.30am – 12.00pm](https://eoe.leadershipacademy.nhs.uk/event/how-to-lead-an-ics-when-you-are-not-in-charge-getting-to-common-purpose-narrative-and-commitment-2/) * **Session 3:** [Thursday 23rd March 9.30am – 12.00pm](https://eoe.leadershipacademy.nhs.uk/event/how-to-lead-an-ics-when-you-are-not-in-charge-getting-to-common-purpose-narrative-and-commitment-3/) * **Session 4:** [Monday 24th April  9:30am -12:00](https://eoe.leadershipacademy.nhs.uk/event/how-to-lead-an-ics-when-you-are-not-in-charge-getting-to-common-purpose-narrative-and-commitment-4/)pm | **Leading Transformation for Integrated Care** - Colleagues working in health, social care and the voluntary and community enterprise sector are welcome to join us for our new series of 90-minute, virtual sessions. You can join us for all topics or pick those of most interest to you.     This series is for anyone involved in change and transformation, delivery of new integrated care services, organisation development and partnership development working in health and social care systems across England.    Please [click here](https://eoe.leadershipacademy.nhs.uk/wp-content/uploads/sites/6/2022/10/Leading-Transformation-for-Integrated-Care-2022-23.pdf) for further information   * **Who Leads in a System:** [Wednesday 25th January 2023 10:00 – 11:30am](https://eoe.leadershipacademy.nhs.uk/event/who-leads-in-a-system-2/) * **Improving the Health of our local communities:** [Wednesday 1st February 2023 10:00 – 11:30am](https://eoe.leadershipacademy.nhs.uk/event/improving-the-health-of-our-local-communities-its-everybodys-business-2/) * **Leading alongside your local communities:** [Wednesday 8th February 2023 10.00 – 11.30am](https://eoe.leadershipacademy.nhs.uk/event/leading-alongside-your-local-communities-2/) * **Rethinking recovery, a systems perspective:** [Wednesday 15th February 2023 14.00 – 15.30pm](https://eoe.leadershipacademy.nhs.uk/event/rethinking-recovery-a-systems-perspective-2/) * **Collaborating within your neighbourhood/place**: [Tuesday 17th January 2023 10.00 – 11.30](https://eoe.leadershipacademy.nhs.uk/event/collaborating-within-your-neighbourhood-place/) |
| **Leadership Development Offer for EoE Ready Now and Stepping Up alumni and other staff from ethnic minority backgrounds**  **Intersectionality, Identity and Authenticity**  [Tuesday 14th February 10:00 – 12:00pm](https://eoe.leadershipacademy.nhs.uk/event/intersectionality-identity-and-authenticity-2/) | **Organisations Development Bitesize virtual sessions**  **Navigating Tensions and Competing Goals**: How we can work with inevitable tensions which arise in change and system working – [Thursday 19th January 10:00 -11:00am](https://eoe.leadershipacademy.nhs.uk/event/organisation-development-bite-size-session-navigating-tensions-and-competing-goals/) |
| **Ethical Dilemmas in Coaching –**The purpose of this session is for you to explore ethical dilemmas you may face as a coach, particularly where working internally within the system organisation and the role of supervision and reflective practice to explore and resolve challenges and issues.  [Wednesday 18th January 9:00 – 12:00](https://eoe.leadershipacademy.nhs.uk/event/ethical-dilemmas-2/) | **Introduction to Leadership & Management – What is Inclusive Leadership?** Developing a workplace where everyone feels valued, respected, and empowered to contribute. In this workshop, we gain an understanding of unconscious bias and how to address our own and others. We will explore how to embrace inclusive leadership through an appreciation of difference; looking at behavioural styles, and compassionate leadership, linked to the work of Prof Michael West and the NHS People Promise.  [Thursday 23rd February 9:30 am – 12:30 pm](https://eoe.leadershipacademy.nhs.uk/event/introduction-to-leadership-management-what-is-inclusive-leadership-2/) |
| **Neurodiversity Celebration Week -** We’re pleased to announce a series of webinars facilitated by [Purple](https://purpletuesday.co/About-Us/About-Us) as part of Neurodiversity Celebration Week. These interactive webinars will be delivered by neurodiverse facilitators giving context and real-world experience that can be built upon. The webinars will provide insights across a range of topics and can be accessed as stand-alone sessions or as a series to build on the learning.  The webinar series will provide an introduction to neurodivergent conditions, highlight the possible advantages that neurodiversity can give people and consider how to ensure reasonable adjustments are in place to enable neurodiverse staff to thrive. The series will also cover why making adjustments is beneficial for all and what can be the consequences of not engaging with, and adjusting for, neurodiverse staff.  **Webinar 1: What is Neurodiversity?**  Tuesday 7th March 9.30 – 11.00 book [here](https://eoe.leadershipacademy.nhs.uk/event/neurodiversity-celebration-week-what-is-neurodiversity/)  **Webinar 2: The power of Neurodivergent thinking**  Wednesday 15th March 1.30 – 3.00 book [here](https://eoe.leadershipacademy.nhs.uk/event/neurodiversity-celebration-week-the-power-of-neurodivergent-thinking/)  **Webinar 3: Action planning for Neurodiversity**  Thursday 23rd March 9.30 – 11.00 book [here](https://eoe.leadershipacademy.nhs.uk/event/neurodiversity-celebration-week-action-planning-for-neurodiversity/) | |
| **System Convening – Masterclass** - This masterclass is for people who are involved in complex initiatives and are looking for tools and perspectives for making a difference across multiple boundaries or silos of practice, institutions and geography. The goal is to help you think through a strategy for dealing with your project in its broader context of often-competing initiatives, perspectives, expectations, and politics.  **Outcomes**   * An understanding of the systems convening perspective * A wider range of possibilities for taking a systems convening approach to move initiatives forward * Specific examples of how to do this work * [Thursday 9th February 09:30-13:00](https://eoe.leadershipacademy.nhs.uk/event/system-convening-masterclass/) * [Thursday 02nd March 09:30-13:00](https://eoe.leadershipacademy.nhs.uk/event/system-convening-masterclass-2/) * [Thursday 16th March 09:30-13:00](https://eoe.leadershipacademy.nhs.uk/event/system-convening-masterclass-3/) * [Thursday 23rd March 09:30-13:00](https://eoe.leadershipacademy.nhs.uk/event/system-convening-masterclass-4/) | **Care Home Manager’s Leadership Learning Groups 2023** - Following the successful delivery of this leadership development programme during 2022 we are delighted to be able to offer a further 16 fully funded places for two new cohorts starting in February 2023.  Once again, this offer is only available for those colleagues who are a manager working in care or a deputy care home manager.  If you are looking to develop your practical leadership and management skills then this is the programme for you! Working as part of a small support network of peers working in the same sector, with whom you could ‘safely’ share different perspectives, learn from each other, and explore different approaches to dealing with the challenges (and opportunities) of leadership in the care sector this programme delivered over 5 workshops will enable you to build your skills.    To find out more and apply, click [here](https://eoe.leadershipacademy.nhs.uk/development-support/system-leadership/care-home-managers-leadership-learning-groups/).  **Application forms should be submitted by Friday 20th January.** |
| **Building a Coaching Culture Programme** - Aimed at those in senior leadership roles and senior coaching champions, Building a Coaching Culture provides an excellent introduction for those new to coaching and development for those with experience to acquire the skills and knowledge to build a coaching culture in your organisation. The best coaching is future-focused and optimistic; people need to stop focusing on the problem and encourage those they coach to explore the questions related to that, which moves them forward in a conversation, offering support and challenge simultaneously. The programme will help shape the culture of your team and across your organisation so that colleagues feel more heard and are even better equipped to come up with great solutions to workplace situations. The experiential learning and practical skills of this programme will support you in having conversations that facilitate colleagues to think well so that they feel competent and empowered to grow.  Key benefits include building confidence to lead inclusively through meaningful conversations with diverse groups, building a coaching culture to support the development of high-performing teams, and equipping you with the coaching skills to be an effective and compassionate leader.    **To learn more about the programme and to apply for a place, visit our website** [**here!**](https://eoe.leadershipacademy.nhs.uk/development-support/leadership-development-offers/manager-as-coach/) | |
| **Population health through community development: Maximising the impact of anchor institutions** - Through the concept of the anchor institution, the ways in which health and social care can positively impact the economic well-being of our populations are being carefully considered and developed. We are increasingly aware of the systemic factors that underpin population health: there is naturally a focus on environment as a key issue - but also an acknowledgement that local economic development plays a vital part in keeping the communities that we seek to serve well.  At this half-day event, we will start to explore the link between community involvement, local economic development, and population health - with a particular emphasis on shifting our thinking and practice in terms of our workforce challenges. The event will give us the opportunity to consider topics such as genuinely hearing the voice of our populations and reconsidering our recruitment practices to create a more local focus.  **Tuesday 14th March 1:00pm – 5:00pm -** Click [here](https://www.events.england.nhs.uk/events/population-health-through-community-development-maximising-the-impact-of-anchor-institutions) to reserve you place  This is open to all colleagues in health and social care and VCSE sector and is a pan-regional offering on behalf of the 7 regional hubs. London Academy will issue booking details. | |
| **Leading Beyond Boundaries**– Developing, building, and managing relationships within the broader community of care. In this workshop, we will develop an understanding of systems leadership and what this means for your role in the NHS or in system partner organisations.  We will explore the skills of influencing, negotiating and relationship building to build solid relationships with those you work with beyond your immediate workplace.   * [Tuesday 07 February 1:30 – 4:30 pm](https://eoe.leadershipacademy.nhs.uk/event/introduction-to-leadership-management-conducting-courageous-conversations-3/) * [Tuesday 21 February 1:30 – 4:30 pm](https://eoe.leadershipacademy.nhs.uk/event/introduction-to-leadership-management-conducting-courageous-conversations-4/) | **Introduction to Leadership and Management** - **Conducting Courageous Conversations**. Exploring the skills that underpin effective communication to build confidence in having conversations that might have otherwise been avoided or seemed difficult. In this workshop, we will understand why we need to hold courageous conversations and explore the skills that underpin effective communication. We will focus on active listening, effective questioning, coaching techniques, and adopting a solution-focused approach to conduct courageous conversations.   * [Wednesday 22nd March 1:30 – 4:30 pm](https://eoe.leadershipacademy.nhs.uk/event/introduction-to-leadership-management-conducting-courageous-conversations/) * [Wednesday 29th March 9:30 am – 12:30 pm](https://eoe.leadershipacademy.nhs.uk/event/introduction-to-leadership-management-conducting-courageous-conversations-2/) |
| **Introduction to Leadership and Management** - **Leading Beyond Boundaries**– Developing, building, and managing relationships within the broader community of care. In this workshop, we will develop an understanding of systems leadership and what this means for your role in the NHS or in system partner organisations.  We will explore the skills of influencing, negotiating and relationship building to build solid relationships with those you work with beyond your immediate workplace.   * [Tuesday 07th February 1:30 – 4:30 pm](https://eoe.leadershipacademy.nhs.uk/event/introduction-to-leadership-management-conducting-courageous-conversations-3/) * [Tuesday 21st February 1:30 – 4:30 pm](https://eoe.leadershipacademy.nhs.uk/event/introduction-to-leadership-management-conducting-courageous-conversations-4/) | **Teaming Skills -** Equipping us as leaders to build high-performing teamwork & improve psychological safety.  A very practical session focused on:   * Raising awareness of how we show up in group interactions. What we do that helps, and where we can be more effective. Practicing and getting feedback on our skills in speaking up and listening up * Deepening your understanding of psychological safety. What it is, how it affects performance, and how as leaders we can improve it * Equipping you with insights and techniques to improve the performance of any team or group at pace * [Thursday 19th January 9.30am – 12.30 pm](https://eoe.leadershipacademy.nhs.uk/event/teaming-skills-equipping-us-as-leaders-to-build-high-performing-teamwork-and-increase-psychological-safety/" \t "_blank) * [Thursday 19th January 1.30 – 4.30 pm](https://eoe.leadershipacademy.nhs.uk/event/teaming-skills-equipping-us-as-leaders-to-build-high-performing-teamwork-and-increase-psychological-safety-2/) |

**Upcoming Events – Talent Management**

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 monthly update ‘Talent Career support’ includes latest information about workshops and resources to support career development. Please visit our futures site [here](https://future.nhs.uk/system/login?nextURL=%2Fconnect%2Eti%2FEofETalentCommunityOfPractice%2Fgrouphome).

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| **Career Confidence and Banishing the Imposter**   * [Wednesday 15th March 09:30 – 11:00am](https://eoe.leadershipacademy.nhs.uk/event/career-confidence-and-banishing-the-imposter-11/) * [Tuesday 28th March 09:30 – 11:00am](https://eoe.leadershipacademy.nhs.uk/event/career-confidence-and-banishing-the-imposter-12/)   **Your Brilliant Career – Supporting Women Progress to Reach their Career Potential**   * [Wednesday 22nd March 09:30am – 15:30pm](https://eoe.leadershipacademy.nhs.uk/event/your-brilliant-career-supporting-women-progress-to-reach-their-career-potential-13/)   **Developing Resilience and Being at Your Most Resilient**   * [Thursday 16th March 13:30 – 16:30pm](https://eoe.leadershipacademy.nhs.uk/event/developing-resilience-and-being-at-your-most-resilient-3/)   **Building Your Networks to Support Your Career**   * [Tuesday 14th March 09:30 – 11:00am](https://eoe.leadershipacademy.nhs.uk/event/building-your-networks-to-support-your-career-5/) * [Wednesday 22nd March 09:30 – 11:00am](https://eoe.leadershipacademy.nhs.uk/event/building-your-networks-to-support-your-career-6/) * [Thursday 23rd March 14:00 – 15:30pm](https://eoe.leadershipacademy.nhs.uk/event/building-your-networks-to-support-your-career-8/)   For further career development resources see [Career Development and Information – East of England (leadershipacademy.nhs.uk)](https://eoe.leadershipacademy.nhs.uk/development-support/talent-management/career-development-and-information/)  And for videos on Interview skills, CV preparation and managing your career see [NHS Elect – Fundamentals of career management](https://www.nhselect.nhs.uk/career-management) |

**Additional offers and latest news**

**Quality Improvement - Bitesize Virtual learning -** We are pleased to promote a fully funded bite size learning programme developed in partnership with the Eastern Academic Health Science Network for health and care professionals. To register please click [here](https://www.easternahsn.org/resources/quality-improvement-bitesize-learning/).

**Clinicians and Managers working in Diagnostic Services in the East of England -** We are excited to be able to give early warning notice for a new leadership development offer in 2023 for staff within Diagnostic services. Commencing in March 2023 this programme will offer;

* The development of a personal leadership style profile
* A series of online webinars for learning and development of personal, team and systems leadership approaches
* Participation in learning groups, working with active issues/changes within Diagnostic Services
* Access to coaching and mentoring

The programme is fully funded and  open to staff involved in managing/leading services and transformation within imaging, pathology, endoscopy, physiology, and genomics. Programme details and application will be launched within January 2023, however, to register an early interest please contact [eoe@leadershipacademy.nhs.uk](mailto:eoe@leadershipacademy.nhs.uk) and we will ensure you receive all relevant information as soon as it becomes available.

[**Impact OD Webinar Series**](https://scanner.topsec.com/?d=99&r=show&u=https%3A%2F%2Fwww.eventbrite.co.uk%2Fe%2Fimpactful-od-tickets-483027366857&t=5ff24668e9ca7538be0c6a9fe4c45cb2c50926fa) **-** The world is increasingly complex and rapidly changing, this in turn is creating risks and opportunities for your organisation. Our leaders are under extraordinary pressure to deliver results while navigating these risks and opportunities and are looking to their OD professionals to support them in making a real impact. Tricordant and its partner Ai Change Management are co-hosting a series of free access Zoom webinars exploring the essential place OD has in developing a healthy organisation equipped to face the complex and often chaotic future:

* **Designing for Inclusion Diversity & Equality**
* **Organisational Agility & Normalising Change**
* **Intelligent Cost Reduction**

Register [here](https://scanner.topsec.com/?d=99&r=show&u=https%3A%2F%2Fwww.eventbrite.co.uk%2Fe%2Fimpactful-od-tickets-483027366857&t=5ff24668e9ca7538be0c6a9fe4c45cb2c50926fa), or contact [nick@tricordant.com](mailto:nick@tricordant.com) for more information.

**NHS People Profession Map: ready to support HR and OD colleagues to reach their full potential -** The first iteration is now ready for use within organisations and teams. The Map aims to offer clarity and transparency around the skills, knowledge and expertise needed for HR and OD professionals at all levels, as well as clearly defined people management competencies. It retains the world-beating fundamentals of the globally recognised [CIPD framework](https://chiefpeopleofficerbulletin.cmail19.com/t/d-l-zjhdrhy-itwssut-q/), with whom it was developed in partnership, but includes new sections on medical and dental staffing, health and wellbeing, digital solutions and patient experience. EDI features throughout the Map and is a core knowledge area. The OD element of the Map also aligns to the global standards developed by [Mee-Yan Cheung-Judge](https://chiefpeopleofficerbulletin.cmail19.com/t/d-l-zjhdrhy-itwssut-a/). The Map and accompanying resources can be found on [FutureNHS](https://chiefpeopleofficerbulletin.cmail19.com/t/d-l-zjhdrhy-itwssut-f/). You will need to register for an account if you don’t already have one. Please [contact the team](mailto:tanya-marie.robinson1@nhs.net) if you have any questions or feedback.

**Learning sprint: Introduction to the NHS People Profession Map - Monday 23 January 2023: 12.30pm – 1.30pm -** This sprint focuses on introducing the NHS People Profession Map, the first draft of which can now be found on [FutureNHS](https://chiefpeopleofficerbulletin.cmail19.com/t/d-l-zjhdrhy-itwssut-yd/) (see above). Attendees will gain an understanding of how the Map and associated supporting materials can enhance the career experiences of colleagues from across the profession, including career conversations and appraisals and recruitment and retention, further-cementing the NHS as an excellent place to work for HR and OD people professionals. The session will include the opportunity for colleagues to ask questions and provide feedback on other areas of interest relating to the Map.

To register, [visit our events page](https://chiefpeopleofficerbulletin.cmail19.com/t/d-l-zjhdrhy-itwssut-yh/), or please [contact the team](mailto:tanya-marie.robinson1@nhs.net) If you have any questions.

**Coming Soon! Action Learning Set Facilitator Training -** Limited spaces will be available. Action Learning is a powerful process to help groups work together on real problems and learn as individuals, teams and organisations. But it is a real skill to manage and facilitate these effectively. Based on requests health and care partners, East of England NHS Leadership Academy will be providing a training programme for Action Learning Facilitators starting in April 2023. The course will boost Action Learning Facilitators’ confidence, sharpen their facilitation skills, and equip them to facilitate Action Learning Sets in a wide range of settings.

**FutureNHS Collaboration Platform -** We have developed our Leadership and Lifelong Learning forum to provide access on a range of topics for system leaders working in Care, Health and VCSE. If you have been unable to join us for the series of Leading Transformation or Understanding the World of…. Topics, click [here](https://eoe.leadershipacademy.nhs.uk/resources/futurenhs-collaboration-platform/) . *We have recordings of bite size sessions together with copies of slides and other useful resources. Our OD virtual sessions will be recorded and available on this forum so if you can’t attend sign up today!*

**EoE Leadership Learning Zone (LLZ) –** The LLZ has been developed to provide individuals with a tool that will enable learning, enhance understanding and embed vital skills and knowledge that will contribute to the, physical and psychological well-being of our people and can be accessed [here](https://eoe.leadershipacademy.nhs.uk/development-support/east-of-england-leadership-learning-zone/). The suite of 32 learning modules includes An Introduction to leadership, Coaching, Talent Management, Equality and Diversity, System Leadership, Resilience, Unconscious Bias and more. For more information on the ten new Systems and Relational leadership modules, please see our flyer [here](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Feoe.leadershipacademy.nhs.uk%2Fwp-content%2Fuploads%2Fsites%2F6%2F2022%2F08%2FFlyer-LLZ-SRL-modules-EoE.docx&wdOrigin=BROWSELINK).

[**Edward Jenner Programme:**](https://www.leadershipacademy.nhs.uk/programmes/the-edward-jenner-programme/?utm_source=net&utm_medium=nursing&utm_campaign=network_region_Jen_2208&utm_id=network_region_Jen_2208) For new and aspiring leaders. The programme builds foundation-level leadership skills and is free for health and care staff. It is delivered online and can be completed at a learner’s own pace through a self-guided study of short courses with interactive online discussions.

**Coaching and Mentoring Apprenticeships**- Coaching and mentoring are increasingly playing an important part in supporting staff in any organisation across all levels. With a bigger focus by employers to empower and build confidence in a workforce, effective coaching helps to unlock the potential and performance of your organisation’s employees. Train to be a coaching professional for a very rewarding career. Currently available: [Coaching Professional – Level 5 (with Mary Seacole)](https://www.leadershipacademy.nhs.uk/coaching-apprenticeships/)

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**The New East of England Coaching and Mentoring Register –** Our new national platform is now live. Please log in [here](https://eoe.leadershipacademy.nhs.uk/development-support/coaching-and-mentoring/coaching-and-mentoring-hub/) and update your profile/give GDPR consent and agree to Terms and Conditions of Use. The new system is designed to feel familiar to you with improved functionality built up over time.

**East of England Senior Leadership Careers and Vacancies in health and care -** If you are interested to see vacancies for senior leadership roles in east of England at band 8D and above roles apply to join [the LinkedIn group.](https://www.linkedin.com/groups/9154999/)

**HLM Healthcare Leadership Model** – A self-assessment tool to support the Healthcare Leadership Model has been developed to help individuals to assess their leadership behaviours. [Health Care Leadership Model 360 feedback](https://www.leadershipacademy.nhs.uk/resources/healthcare-leadership-model/supporting-tools-resources/healthcare-leadership-model-360-degree-feedback-tool/) – consider accessing this tool for yourselves. Contact [Leadership team](mailto:eoe@leadershipacademy.nhs.uk) to access a code.

**Nurturing Compassionate and Inclusive NHS Cultures** – NHS England are offering a flexible online course for those working to create compassionate and inclusive cultures in health and social care through collective leadership. This new online learning course provides you with an introduction to compassionate cultures and how to use the Culture and Leadership Programme approach and resources. Please visit [this page](https://www.england.nhs.uk/culture/learning-together/online-course/) for more information.

**Inclusive Leadership in Health and Care** – develop inclusive and compassionate leadership skills to ensure diversity and equality across health and care. This course is open to managers and supervisors. Further information can be found [here](https://london.leadershipacademy.nhs.uk/)

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**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.](https://learninghub.leadershipacademy.nhs.uk/executivesuite/)

**The Foundations in System Leadership**; **Collaborating for health and care programme** is open to all colleagues working in health, social care, local authorities, and voluntary sector partnerships, who have a desire to improve the way they collaborate across organisational, professional, and hierarchical boundaries to design and deliver better health outcomes for the communities they serve. Please click [this link](https://www.leadershipacademy.nhs.uk/systems-leadership/) to register.

**ICS Board Development and ICB Executive Leader/ Non-Executive Directors onboarding and networks** – to find out the range of offers available to support senior leaders please visit our dedicated page [here](https://eoe.leadershipacademy.nhs.uk/development-support/system-leadership/icb-executive-leader-national-offer-onboarding-and-networks/)

**Supporting Integrated Care Partnership and Integrated Care Board Development -** The Leadership Academy funded offer includes support to source/contract external/specialist facilitation. To find out more contact [Jacky.dixon@leadershipacademy.nhs.uk](mailto:Jacky.dixon@leadershipacademy.nhs.uk)  

**If you would like to subscribe to this monthly newsletter, please fill out the form** [here](https://eoe.leadershipacademy.nhs.uk/resources/newsletter/)**.**

**Previous newsletters and further information**

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| * [October](https://eoe.leadershipacademy.nhs.uk/wp-content/uploads/sites/6/2022/09/Leadership-Lifelong-Learning-and-Talent-Management-East-of-England-October-update.docx) | * [November](https://eoe.leadershipacademy.nhs.uk/wp-content/uploads/sites/6/2022/11/Leadership-Lifelong-Learning-and-Talent-Management-East-of-England-November-update.docx) | * [December](https://eoe.leadershipacademy.nhs.uk/wp-content/uploads/sites/6/2022/12/Leadership-Lifelong-Learning-and-Talent-Management-East-of-England-December-update.docx) |

If you have any queries, please contact us at [eoe@leadershipacademy.nhs.uk](mailto:eoe@leadershipacademy.nhs.uk) or tweet us @eoeleadership