

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

**May 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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| **Leadership Development** |
| **Leadership Development Session for East of England Clinical Fellows –** The following  offers are open to clinicians who have undertaken or are undertaking a fellowship in the EoE. In  addition, if you are interested in joining a network of past and present fellows to access ongoing.  support and development, please contact [Anna.blunt@hee.nhs.uk](mailto:Anna.blunt@hee.nhs.uk). |
| **Introduction to Leadership and Management for Clinical Fellows**– Facilitated by Matina  Triantafyllou.   Within this session, participants will explore:   * The difference between Leadership and Management * The Perfect Leader and impact awareness * John Adair's simple Action-Centred Leadership model which provides a great blueprint for leadership and the management of any team, group or organisation. * Action Centred Leadership   Wednesday 14th June 10:00am - 12:00pm: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/introduction-to-leadership-and-management-for-clinical-fellows/) |
| **Introduction to coaching skills for Clinical Fellows** – Facilitated by Management Futures.  The aims are to:   * Introduce, practice and get feedback on the key skills and begin to develop a coaching mindset of believing in people’s resourcefulness. * Help leaders and Clinical Fellows to think through the many ways they can bring these skills into their day-to-day interactions.   Tuesday 27th June 09:30 – 11:30am: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/introduction-to-coaching-skills-for-clinical-fellows/) |
| **Compassionate Inclusive Leadership – Session for Clinical Fellows** – Facilitated by Byron Lee.  By the end of the workshop, participants will:   * Understand how a compassionate approach can be applied within their work and in relation to inclusive practices. * Understand the importance of self-compassion as a cornerstone to compassionate inclusion and be developing personal capacity for self-care/self-compassion * Have explored compassionate inclusion in practice. * Be aware of and understand how to apply skills to influence systemic changes. * Have an awareness of ongoing developmental needs.   Thursday 20th July 09:30 - 11:30am: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/compassionate-inclusive-leadership-session-for-clinical-fellows/) |
| **Teaming Skills for Clinical Fellows**- equipping us as leaders to build high performing teamwork & increase psychological safety  Facilitated by [John Bull.](https://www.managementfutures.co.uk/team/john-bull) This practical session will focus 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.   Wednesday 6th September 09:30 – 11:30am: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/teaming-skills-for-clinical-fellows-equipping-us-as-leaders-to-build-high-performing-teamwork-increase-psychological-safety/) |
| **Systems Leadership Session for Clinical Fellows** - Facilitated by Tricordant.  System leadership is about working across professional and organisational boundaries to tackle issues of common concern which require colleagues from many different organisations to work together often directly with patients and communities.  In this interactive workshop we will explore the concept of system leadership using a mixture of theory, practice and reflection. We will use case studies and vignettes to illustrate system leadership in action and will give an opportunity for participants to reflect on their own experiences and practice. We will outline key system leadership skills and behaviours and how these can be developed and support you to identify further resources for development.  Wednesday 20th September 9:30 - 11:30am: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/systems-leadership-session-for-clinical-fellows/) |
| **Influencing Skills** |
| **Speaking to Persuade -** Facilitated by [John Bull.](https://www.managementfutures.co.uk/team/john-bull)  What to expect during the session:  We’ll take a deep dive into 4 key components to create clarity, alignment and motivation, including:   * Getting clear in our own minds first, using the 4 Ps structure: Purpose (why), Picture (what), Plan (how) and Part (who needs to do what). * Exploring how to make our communication more ‘sticky’. * Building our personal impact: working on the key building blocks of personal impact. * We will close with an exercise highlighting the role of open, two-way dialogue in creating clarity.   Wednesday 12th of July 09:30am - 13:00pm: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/44046/)  Wednesday 12th of July 13:30 - 17:00pm: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/speaking-to-persuade/)  Thursday 20th of July 09:30am – 13:00pm: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/speaking-to-persuade-2/) |
| **Communicating with Impact and Influence** - Facilitated by [Sarah Cruise](https://www.eloquential.co.uk/about/).  Whether you are trying to present a new idea, propose solutions, encourage a change, or simply communicate more influentially; What you say, how, where, when and to whom, will greatly affect a successful outcome. This masterclass explores your two routes of influence (what you say and how you say it) and provides tools and techniques to maximise those aspects for greater impact.    Wednesday 31st May 10:00am – 12:00pm: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/communicating-with-impact-and-influence/)  Thursday 15th June 13:30 – 15:30pm: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/communicating-with-impact-and-influence-2/)  Wednesday 28th June 10:00am – 12:00pm: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/communicating-with-impact-and-influence-3/) |
| **Strategic Influence and Persuasion** - Facilitated by [Sarah Cruise](https://www.eloquential.co.uk/about/).  The act of persuading and influencing is complex and goes way beyond personal impact and communication. Some outcomes such as: influencing the adoption of new ideas, modifying behaviours, or changing preconceptions attitudes or opinions; require a longer-term strategic approach to ensure success. This masterclass examines these complexities and provides ideas and techniques for planning an effective persuasive campaign.  Thursday 8th June 10:00am – 12:00pm: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/strategic-influence-and-persuasion/)  Wednesday 21st June 13:30 – 15:30pm: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/strategic-influence-and-persuasion-2/)  Thursday 6th July 13:30 – 15:30pm: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/strategic-influence-and-persuasion-3/) |
| **Teaming Skills and Psychological Safety** |
| **Teaming Skills - equipping us as leaders to build high-performing teamwork & increase psychological safety**. Facilitated by [John Bull.](https://www.managementfutures.co.uk/team/john-bull) A very practical ½ day skills 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. * 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 8th June 09:30am - 13:00pm: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/teaming-skills-equipping-us-as-leaders-to-build-high-performing-teamwork-increase-psychological-safety/)  Thursday 8th June 13:30 - 17:00pm: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/teaming-skills-equipping-us-as-leaders-to-build-high-performing-teamwork-increase-psychological-safety-2/)  Tuesday 13th June 13:30 - 17:00pm: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/teaming-skills-equipping-us-as-leaders-to-build-high-performing-teamwork-increase-psychological-safety-3/) |
| **Coaching Skills for Managers and Leaders** |
| **Introduction to Coaching Skills**, facilitated by Management Futures - This will be a practical workshop, giving a thorough introduction to coaching skills and how they can help us better tap into and develop the skills of others. The aims are to:   * Introduce, practice and get feedback on the key skills. Building enough awareness for people to be able to keep practising them. As well as begin to develop a coaching mindset of believing in people’s resourcefulness. * Help leaders think through the many ways they can bring these skills into their day-to-day interactions.   Tuesday 4th July 09:30 - 13.00: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/introduction-to-coaching-skills-facilitated-by-management-futures/)  Tuesday 4th July 13:30 -17:00: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/introduction-to-coaching-skills-facilitated-by-management-futures-2/) |
| **Introduction to Coaching Skills**,facilitated by Quiver Management- This introduction to coaching session is aimed at those who have little or no knowledge or understanding of what coaching is, how it works or where it can be used. Recognise how coaching can be an approach, tool, language and leadership style, that brings value to employees, patient, leaders, coaches and the organisation itself.  By the end of the 2 hour introduction, participants will be able to:   * Explain what coaching is generally and in relation to leadership * Show coaching is different from other learning activities, but how they are mutually supporting * Identify and personally assess their own skills, behaviours and knowledge required to be a coaching leader * Consider their own roles and teams to identify where coaching can be applied and used. * Recognise the broad and specific value and behaviours coaching can bring to them, their teams and the organisation   Wednesday 24th May 09:30 - 11:30am: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/introduction-to-coaching-skills-with-quiver-management/)  Tuesday 20th June 13:30 - 15:30pm: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/introduction-to-coaching-skills-with-quiver-management-2/)  Thursday 22nd June 09:30 - 11:30am: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/introduction-to-coaching-skills-with-quiver-management-3/)  Tuesday 11th July 09:30 - 11:30am: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/introduction-to-coaching-skills-with-quiver-management-4/)  Wednesday 12th July 09:30 - 11:30am: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/introduction-to-coaching-skills-with-quiver-management-5/) |
| **Compassionate Leadership** |
| **Managing compassionately through change** – Facilitated by Byron Lee. At the end of the two-hour online workshop, participants will:   * Have explored how to manage compassionately through change at an individual, collective and system level. * Understand the different strands that contribute to managing change (i.e. an integral model) and how this can be translated to intrapersonal, interpersonal, organisational and cultural compassionate change practices. * Be aware of and understand how to apply skills to manage compassionately through change changes including in their everyday practices. * Have an awareness of ongoing developmental needs.   Thursday 18th of May 09:30 - 11:30am: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/managing-compassionately-through-change/)  Thursday 15th of June 13:30 - 15:30pm: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/managing-compassionately-through-change-2/)  Tuesday 4th of July 09:30 - 11:30am: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/managing-compassionately-through-change-3/) |
| **Coaching and Mentoring CPD** |
| **Mentoring Skills Programme**. Facilitated by Lesley Cave -. This program is specifically targeted at new and developing mentors. 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!  In this programme, you will:   * Look at the different ‘Schools’ of mentoring, considering similarities and differences * Look at the definition, skills, and attitudes of being 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 * Build key skills and competencies of being a great mentor * Work on the reflective practice of being a mentor * Explore Ethical practice    Thursday 1st June 09:30am - 16:30pm: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/mentoring-skills-programme/) |
| **Coaching and Mentoring Supervision – Group Supervision**. Facilitated by Lesley Cave. Coaching supervision addresses the skills, understanding and capabilities of the supervisee through the reflection and exploration of the supervisee’s work with their clients. In this exploration, the supervisor helps the coach to: understand the client better, become more aware of their own reactions and responses to the client, understand the dynamics of coach–client interaction, examine how they intervened and the consequences, explore other ways of working with this and other similar client situations.  Tuesday 6th June 09:30am – 12:30pm: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/coaching-and-mentoring-supervision-7/)  Friday 16th June 13.30 - 16.30pm: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/coaching-and-mentoring-supervision-8/)  Friday 23rd June 09.30am - 12.30pm: [click here to book](https://eoe.leadershipacademy.nhs.uk/event/coaching-and-mentoring-supervision-9/) |
| **Inclusion** |
| **East of England Positive Action Programme -** Open to alumni of the Leadership Academy’s Ready Now and Stepping Up programmes and other staff from ethnic minority backgrounds working across systems in the east of England. Bookings are open for the next series of workshops run by [Patricia Ezechie](https://scanner.topsec.com/?t=69343dc264166f2fb0c913d2d7a7a91d8ab036e1&r=show&u=https%3A%2F%2Fwww.patriciaezechie.com%2F&d=99). Join Patricia for these thought-provoking and interactive sessions designed to challenge your assumptions, to offer practical tips and tools for career development, and to provide opportunities to learn from each other.  **Creating the Career You Want™ Workshop**  Wednesday 10th May 10:00am – 12:00pm: Click [here](https://eoe.leadershipacademy.nhs.uk/event/creating-the-career-you-want-7/) to book  Are you feeling a bit stuck in your career journey and wondering how you can take the next steps or change direction? This workshop will enable you to:   * Identify the obstacles and barriers in your path * Consider strategies to overcome these – if you can’t go through can you go round? * Gain insights to help you become more confident and in control of your career choices and direction   **Personal Impact, Influence and Networking Workshop**  Tuesday 13th June 14:00 – 16:00pm: Click [here](https://eoe.leadershipacademy.nhs.uk/event/personal-impact-influence-and-networking-3/) to book  Are you wondering how you could increase your personal impact and influence in the workplace, and create networks that will help your career to thrive? This workshop will enable you to:   * Identify the impact you have and influence you exert * Consider how to build and nurture networks that will support you and your career journey * Gain insights to help you become more confident and in control of your career choices and direction   **Overcoming Imposter Syndrome and Leading with Confidence Workshop**  Wednesday 28th June 10:00am – 12:00pm: Click [here](https://eoe.leadershipacademy.nhs.uk/event/overcoming-imposter-syndrome-and-leading-with-confidence-3/) to book  Do you sometimes feel like and imposter in your role and wish you could lead with greater confidence? This workshop will enable you to:   * Identify why you may feel like an imposter in your role * Explore how to overcome self-doubt and become a more confident leader * Gain insights to help you become more confident and in control of your career choices and direction |
| **New: Creating the Career You Want™ Career Development Sessions -** Building on the strategies introduced in the Creating the Career You Want™ workshop, Patricia is offering two focussed Career Development sessions, one for those working at bands 6-7 (or equivalent) and the other for those working at band 8a and above (or equivalent).  These sessions are open to alumni of the Leadership Academy’s Ready Now and Stepping Up programmes and other staff from ethnic minority backgrounds working across systems in the east of England who have previously attended a Creating the Career You Want™ workshop.  These interactive small group sessions will enable you to:   * Explore how you can take responsibility for your career * Gain clarity on how to take concrete next steps * Create an independent personal development plan for the next 12 months to 2 years   **Creating the Career You Want™ Career Development Session 1: bands 6-7**  Tuesday 23rd May 2023 13:30 – 17:00pm: Click [here](https://eoe.leadershipacademy.nhs.uk/event/creating-the-career-you-want-career-development-session-1/) to book (password career)  **Creating the Career You Want™ Career Development Session 2: band 8a and above**  Wednesday 31st May from 10:00am – 13:30pm: Click [here](https://eoe.leadershipacademy.nhs.uk/event/creating-the-career-you-want-career-development-session-1-2/) to book (password career)  Places are limited so please only book one if you have previously attended a Creating the Career You Want™ workshop (or will do so on 10th May) and can commit to the session. Places cancelled at the last minute, or non-attendance on the day, deny others the opportunity to participate. |
| **Neurodiversity Webinars -** This series of interactive Neurodiversity webinars, delivered by [Purple](https://purpletuesday.co/About-Us/About-Us), are open to health and care staff working across systems in the east of England. Neurodiverse facilitators give context and real-world experience to provide insights across a range of topics. The webinars 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.  Each webinar will run for 90 mins with an optional 30 mins afterwards for Q&A.  **Webinar 1: What is Neurodiversity?**  Tuesday 13th June 09:30 – 11:30am [book here](https://eoe.leadershipacademy.nhs.uk/event/neurodiversity-webinars-webinar-1-what-is-neurodiversity/)  **Webinar 2: The power of Neurodivergent thinking**  Wednesday 21st June 13:30 – 15:30pm [book here](https://eoe.leadershipacademy.nhs.uk/event/neurodiversity-webinars-webinar-2-the-power-of-neurodivergent-thinking/)  **Webinar 3: Action planning for Neurodiversity**  Thursday 29th June 09:30 – 11:30am [book here](https://eoe.leadershipacademy.nhs.uk/event/neurodiversity-webinars-webinar-3-action-planning-for-neurodiversity/) |
| **Systems Leadership (including Primary Care)** |
| **Systems Organisation Development Community of Practice - join us at next East of England meeting! Tuesday 13th June 09:30am – 12:30pm**  We hope you are able to join us at our next session which is open to all colleagues working in Social Care, Health and the VCSE sector. The aim of our Community of Practice is to come together and share learning on how to take forward and support Organisation Development in the six Integrated Care Systems in the east of England.  If you lead on lead on change management, service development or workforce transformation you are likely to also be working in Organisation Development (OD).  This community is not just for those who have OD in their job title or who may be a professional HR & OD practitioner, this community is wider for all.  Come and join us at our next event where you will join a masterclass around ***Collective leadership and navigating complexity,*** hear from colleagues with case studies and examples from across EoE, have an opportunity to network with others and find out more about support for your own personal development. Click [here](https://eoe.leadershipacademy.nhs.uk/event/east-of-england-organisation-development-od-community-of-practice/) to reserve your place.  **Have a look** [**here**](https://eoe.leadershipacademy.nhs.uk/wp-content/uploads/sites/6/2023/05/Reflections-of-Organisations-Development-in-ICS.pdf) **at our reflections summary to see the topics we have explored previously. All our recordings and resources are available if you join our System Leaders community on the NHS Futures platform. Details to register can be found [here](https://eoe.leadershipacademy.nhs.uk/resources/futurenhs-collaboration-platform/).** |
| **\*NEW\* Tackling Health Inequalities through Population Health Management –** These masterclasses will help you tackle some of the health and workforce inequalities from a regional, local and national level and support you in building and adopting a population health management approach in your day-to-day work.  **Techniques to embed Population Health Management approaches in day-to-day work Masterclass:**   * [Wednesday 7th June 13:30-15:00](https://midlands.leadershipacademy.nhs.uk/event/population-health-management-and-health-inequalities-masterclass-3/) * [Tuesday 27th June 10:00-11:30](https://midlands.leadershipacademy.nhs.uk/event/population-health-management-and-health-inequalities-masterclass-4/) * [Thursday 13th July 10:00-11:30](https://midlands.leadershipacademy.nhs.uk/event/population-health-management-and-health-inequalities-masterclass-5/)   **Population Health Management and Health Inequalities masterclass:**   * [Tuesday 16th May 13:30-15:00](https://midlands.leadershipacademy.nhs.uk/event/population-health-management-and-health-inequalities-masterclass-7__trashed/) * [Wednesday 24th May 13:30-15:00](https://midlands.leadershipacademy.nhs.uk/event/population-health-management-and-health-inequalities-masterclass-8__trashed/) * [Thursday 1st June 10:00-11:30](https://midlands.leadershipacademy.nhs.uk/event/population-health-management-and-health-inequalities-masterclass-9__trashed/) * [Thursday 22nd June 10:00-11:30](https://midlands.leadershipacademy.nhs.uk/event/population-health-management-and-health-inequalities-masterclass-10__trashed/) * [Wednesday 19th July 10:00-11:30](https://midlands.leadershipacademy.nhs.uk/event/population-health-management-and-health-inequalities-masterclass-11__trashed/)   **Strategic workforce planning and population health management masterclass:**   * [Thursday 25th May 13:30-15:00](https://midlands.leadershipacademy.nhs.uk/event/strategic-workforce-planning-and-population-health-management-masterclass-4/) * [Tuesday 20th June 10:00-11:30](https://midlands.leadershipacademy.nhs.uk/event/strategic-workforce-planning-and-population-health-management-masterclass-5/) * [Wednesday 12th July 10:00-11:30](https://midlands.leadershipacademy.nhs.uk/event/strategic-workforce-planning-and-population-health-management-masterclass-6/) * [Thursday 20th July 10:00-11:30](https://midlands.leadershipacademy.nhs.uk/event/strategic-workforce-planning-and-population-health-management-masterclass-7/) |
| **1:1 Coaching Support for Primary Care Clinical Directors -** 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 that is flexible to meet the needs of the individual. If you are a Clinical Director of a PCN and would like to access 1:1 coaching support from a qualified experience coach, we can help you.  If you would like to register for a place, please [email us](mailto:eoe@leadershipacademy.nhs.uk). Please title your email ‘PCN Clinical Directors Coaching’.  For more information, please see [our website.](https://eoe.leadershipacademy.nhs.uk/wp-content/uploads/sites/6/2023/03/Signals-System-Leadership-Theory-and-Practice.pdf) |
| **Cross-functional Leadership: Integrating Perspectives in Health and Social Care Programme -** This programme is designed to support anyone involved in collaborative, integrated care working in Health and Social care. It is an 8-week programme designed by the London Interdisciplinary School to introduce participants to tools for integrated or interdisciplinary work. An Introduction to the programme is being held on **Wednesday 10th May 10 – 11:30am**. To book please click [here](https://ney.leadershipacademy.nhs.uk/event/an-introduction-to-cross-functional-leadership-integrating-perspectives/). If you decide the tools explored could be relevant to your context and work, then after this session there will be an opportunity to register for the full programme.  Please share the attached programme with your. Details of how to register can be found in [the flyer](https://eoe.leadershipacademy.nhs.uk/wp-content/uploads/sites/6/2023/03/Signals-System-Leadership-Theory-and-Practice.pdf) along with further information about the programme sessions. |

**Upcoming Events – Talent Management**

Our [Talent development workshops](https://eoe.leadershipacademy.nhs.uk/events/) are aimed primarily for aspirant leaders who are seeking to develop their career and take that next step to be in a more senior or complex role. 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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| **Looking for great resources to help navigate your career and give you career tips and tools?**  **Register to access the Career Resources Portal**  Over 2000 people have already but its open access so why not give it a try?  The Career Resources Portal is an online platform which offers practical tools and resources designed specifically for Leaders to help support you in your career development.  You can access the Career Resources Portal through the Single-Sign-On to the Leadership Academy Online Learning Platform <https://profile.leadershipacademy.nhs.uk>  **Would this Career Resource Portal be good for me?**   If you answer YES to any of the points below, then this portal is for you….   * Are you thinking of applying for a new role? * Do you want to explore a new career path? * Are you thinking about a change from a clinical role to a management role? * Have you recently been promoted and need some online support? * Are you a manager and want to support a team member in their development? * Do you want to establish what your strengths and weaknesses are? * Do you want to explore current and new skills?   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/)  \***Spotlight on Career Development for Finance staff**\* – have you registered at  [Programmes (onenhsfinance.nhs.uk)](https://onenhsfinance.nhs.uk/programmes/)  Looking for your next career move ? Have you registered and set up your job search at  [NHS Jobs - Candidate Homepage](https://www.jobs.nhs.uk/" \l "Homepage)  If your looking for new opportunities in primary care roles this is the best site to search and save in your favourites [Primary Care Careers (eoeprimarycarecareers.nhs.uk)](https://www.eoeprimarycarecareers.nhs.uk/)  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**

**Apply now for the Digital Health Leadership Programme –** for aspirational and established digital leaders. Become an expert influencer and the driving force behind strategic, large scale, digital change and transformation across health and social care. The programme is a 12 month fully accredited Postgraduate Diploma (PGDip) in Digital Health Leadership, funded centrally and delivered through 8 modules via a mixed delivery model including self-learning with group, virtual and group face-to-face sessions.

Applications are open until 14 May 2023 – [find out more](https://digital-transformation.hee.nhs.uk/digital-academy/programmes/digital-health-leadership-programme) and join one of our support webinars to hear from previous alumni and ask questions about the programme.

**Sustainability Leadership for Greener Health and Care Programme -** This programme is designed to develop your leadership abilities, giving you the tools and knowledge to build a greener, more sustainable health system. For more information, click [here](https://www.leadershipacademy.nhs.uk/programmes/leading-for-sustainable-health-and-care-programme/).

This programme offers two tracks, both over 16 weeks and is free for public sector health and care staff, no prior experience or knowledge in sustainability is required.

* Track 1: an online only programme for new and aspiring leaders who will work across organisational boundaries and who want to be a part of taking the health and care system towards net-zero.
* Track 2: combines the online programme with face-to-face workshops designed to help participants apply their learning and deepen their practice. Track 2 is for leaders who aspire to or are new to influencing the net-zero agenda at board level and leading the system to a more sustainable future.

**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/).

**Online Course – Introduction to Leadership for Personalised Care** - This 3-week online course is free, easy to access and open to anyone who wants to find out more about leading a person-centred approach. Enrolment can be accessed [here](https://www.leadershipforpersonalisedcare.org.uk/online-programmes.html)

**NHS People Profession Map: ready to support HR and OD colleagues to reach their full potential -** 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. 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.

**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!*

[**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.

**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. It can be accessed [here](https://eoe.leadershipacademy.nhs.uk/development-support/east-of-england-leadership-learning-zone/) and includes:

* A suite of 20+ **Leadership** learning modules including: An Introduction to leadership, Coaching, Talent Management, Equality and Diversity, System Leadership, Resilience, Unconscious Bias and more.
* **Systems and Relational Leadership** modules for leaders in health and care looking to learn more about leading and working collaboratively across boundaries.
* A **Leading Transformation for Integrated Care** development series which explores what partnership working looks like across teams and organisations and what this means for leaders.

**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. Currently available: [Coaching Professional – Level 5 (with Mary Seacole)](https://www.leadershipacademy.nhs.uk/coaching-apprenticeships/)

**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.

**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)  

**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/)

**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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| * [February](https://eoe.leadershipacademy.nhs.uk/wp-content/uploads/sites/6/2023/02/Leadership-Lifelong-Learning-and-Talent-Management-East-of-England-February-update.docx) | * [March](https://eoe.leadershipacademy.nhs.uk/wp-content/uploads/sites/6/2023/03/Leadership-Lifelong-Learning-and-Talent-Management-East-of-England-March-update.docx) | * [April](https://eoe.leadershipacademy.nhs.uk/wp-content/uploads/sites/6/2023/04/Leadership-Lifelong-Learning-and-Talent-Management-East-of-England-April-update-2023.docx) |

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