

Commissioned by the East of England Leadership Academy, this allyship supports senior leaders across the Integrated Care Systems in the region. Enabling regional connections to stay strong and encouraging shared learning and collaboration.



We were recently joined by the amazing panel to the left to discuss **'What does system leadership mean to me?'**. The senior leaders spoke about their experiences of system leadership. A word cloud from the event to the right and some key themes from discussions below.



### Vulnerability Enables Learning, Shares Power & Gives Parity

How can senior leaders role model vulnerability to build trust, creating environments where we work across boundaries, sharing power and giving parity. Being courageous and leaning into that vulnerability to share mistakes, learn together and honestly address systemic issues. Focusing on peoples experiences of our health and care services to garner our focus on working together, building strong relationships to improve client outcomes and avoiding siloed services.

### Intentionally Leading with a Systems Perspective

In the face of significant systems pressure it is easy to withdraw into our sovereignties. Using a systems lens may seem an antibody, however viewing the health and care system as a whole can proffer amazing unseen outcomes. How can we take the culture of working so successfully across boundaries during the COVID response and use this to resist making decisions around expenditure that just shifts problems to other parts of the system.

### Enabling Belief & Innovation through Simplification

A powerful message of belief in the mission and optimism about our future. Acknowledging challenges like decreased staff and client satisfaction alongside increased wait times, however using this a catalyst for process improvement and delivering health and social care in innovative ways. A call to action to move away from traditional, risk averse ways of delivering health and care built for the 0.01% of occasions where things go wrong. Instead working together on joint simple goals, shared accountability and believing that amazing outcomes are possible.

### Easy Governance & Powerful Vision

Whilst still recognising the need for oversight, placing greater focus on outcomes allows for creativity and passionate conversations. Truly understanding population health and using this to share clarity of vision focuses conversations, inspires people, and gets the best outcome for the local population. This enables organisations from all parts of the system, regardless of size, to collaborate authentically, and governance develops naturally from this.

### Cultural Difference & Collaboration

Moving from competition to collaboration is not easy. There are cultural differences between all partners and understanding the factors pulling us away from collaboration is just as important as knowing what each bring to the table. Emphasis was placed on acknowledging these differences to work effectively together through building relationships, avoiding jargon, and adopting simplified unified language.

**This has been really helpful to listen too - thank you for the inspiration.**

**Thanks for a great discussion**

**Thank you, thought provoking and inspirational session.**

**What Next?** A big thank you again to everyone who attended and shared so generously, and to our Senior Leaders for taking the time to share their experiences! If you want to be a part of these powerful conversations come along to our next sessions, dates to be shared soon on NHS Futures where you can also access all of the network's resources <https://future.nhs.uk/EastofEnglandLifelongLearning/view?objectID=41174384>.