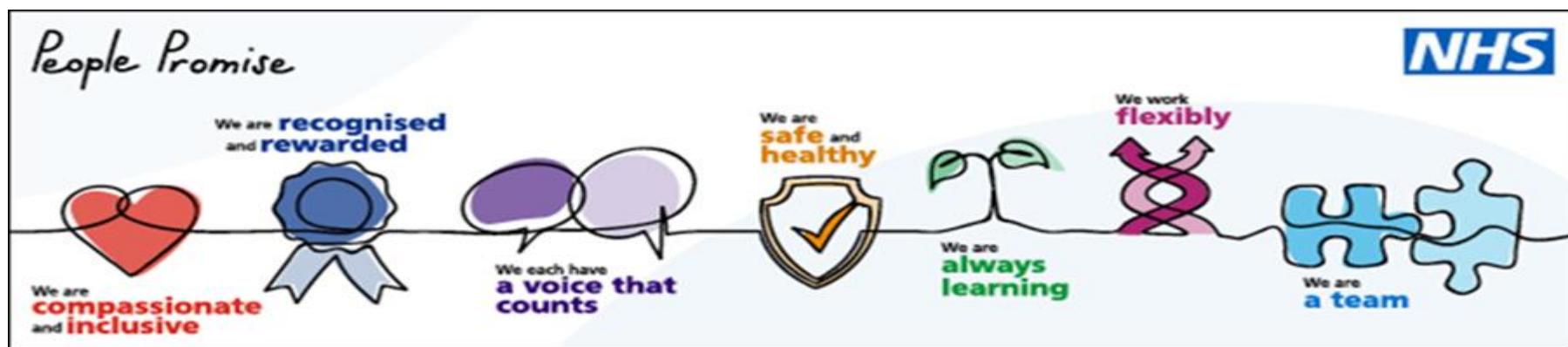


East of England Leadership and Lifelong Learning Team and East of England Talent Team

March 2022 update



NHS England and NHS Improvement



Who are we?

East of England Leadership and Lifelong Learning Team (LLL) - We are a regional hub of the national leadership academy.

We work to develop and support leaders at all levels to deliver high-quality compassionate care. We do this by offering a diverse suite of professional leadership development programmes and opportunities for team, aspiring, executive, and clinical leaders working in leadership and delivering healthcare services across the east of England. We work in partnership with the 6 other regional LLL teams and the national LLL teams.

Alison Lathwell, Head of Leadership and Lifelong Learning alison.lathwell@leadershipacademy.nhs.uk

Jacky Dixon, Systems Leadership Development Senior Manager jacky.dixon@leadershipacademy.nhs.uk

Julie Dynes-Connor, Leadership Development Senior Manager Julie.Dynes-Conner@leadershipacademy.nhs.uk

Richard Noble, GMTS Leadership Development Senior Manager Richard.noble7@leadershipacademy.nhs.uk

Innocent Muza, Primary Care Programme Manager innocent.muza1@england.nhs.uk

For further information please see: [East of England – NHS Leadership Academy](#)

East of England Regional Talent Team - We work collaboratively providing talent management support and development, together with being the conduit between and in partnership with other national and regional talent, leadership and inclusion teams. This is aimed at supporting the development of inclusive talent management practice, succession planning and development of talent pools and pipelines within organisations and across systems.

Our ambition for Talent is that it mobilises the many, rather than the special few, which unleashes potential across the whole workforce driving greater retention, skill development, mobility and pipelines for critical roles within and across each ICS.

Karen Bloomfield, Head of Talent karen.bloomfield@england.nhs.uk

Pat Cotton, Regional Programme Lead for Talent, please use Talent.EOE@england.nhs.uk until May 2022

Our East of England Talent mailbox Talent.EOE@england.nhs.uk

For further information please see [Talent Management – East of England \(leadershipacademy.nhs.uk\)](#)

LEADERS SUPPORT AND STAFF RECOVERY

At the East of England Leadership Academy our aim is to support leaders by providing helpful and practical interventions that assist with challenges for today and into the future . Our development offers can be tailored to help provide you with support you may need now and development to drive transformation and improvement.



DEVELOPMENT SUPPORT For health and care leaders at all levels

Staff need supported space to reflect on the demands of coping with service delivery, whilst also leading transformation for integrating care around local population need. Our virtual, bitesize events offer ease of access to expert, facilitated space to equip staff with the skills and competencies to assist with the challenges for today and into the future:

Authentic Leadership



In these sessions, you will have the opportunity to consider why authentic leadership is important for NHS leaders and managers to model at this time. What authentic leadership is and how authentic leadership can support resilience in yourself and your team. How to develop your authentic leadership style and reflect on preconceived ideas as to what managers and leaders do. For more info click [here](#).

Mindfulness and Wellbeing sessions



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. For more info click [here](#).

Trauma Informed Leadership



Trauma-Informed Leadership is about being well-informed to understand and appreciate areas that people may be struggling with. These might be directly related to the pandemic, indirectly triggered by what has happened with Covid19, or may result from people's wider life experiences. For more info and/or to access, click [here](#)

The Art of Being Brilliant and Rising Stronger



Art of Brilliance - During uncertainty and complexity, it's even more important that you know how to be at your best. For more info and/or to access, click [here](#). Rising Stronger - a follow up from the Art of Being Brilliant this session has individual and team resilience at its core, For more info and/or to access, click [here](#)

Supporting personal resilience by managing operational risk



A workshop to explore the link between personal resilience, organisational resilience and how to be proactive in avoiding operational risk. For more info click [here](#).

Compassionate Conversations



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. For more info and/or access, click [here](#)

Systems Leadership



In order to thrive when working within multi-agency, multi-professional teams, across organisational boundaries and sectors, systems leadership skills and competencies are needed We will support you to build and develop inclusive, cross-sector system leadership capabilities and skills. For a range of events, resources and development opportunities click [here](#).

Primary Care and PCNs



Having revolutionised primary care delivery during Covid-19 and now facing unprecedented demands we offer leadership development to support primary care staff and development to tackle challenges facing PCNS for delivering Integrated Care, such as population health management and addressing health inequalities. For more info, click [here](#)

ONLINE RESOURCES

EOE LEADERSHIP LEARNING ZONE

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 free of charge by all NHS staff [here](#).

#PROJECT M (WEBSITE & SUPPORT GROUP)

A selection of online resources focused on wellbeing and support during challenging times. More info can be found [here](#)

E-LEARNING MODULES

E-learning for healthcare provides e-learning programmes to support the health and care workforce. Topics include coaching skills, managing change, health and wellbeing champions and staff recovery resources.

NATIONAL SUPPORT FOR OUR PEOPLE

Supporting our people – helping you manage your own health and wellbeing whilst looking after others. Online resources, guides and programmes to support staff health and wellbeing through the pandemic and beyond.

COACHING & MENTORING

Supporting individuals & teams

COACHING & MENTORING

121 coaching and mentoring support is available via the East of England Leadership Academy Hub. Providing a thought-provoking and creative process to; Maximise your personal and professional potential; Increase morale, motivation and enthusiasm; Improve self-confidence at all levels; Encourage a more proactive approach to addressing issues and making decisions. For more info and/or to apply, click [here](#). You may also be interested in our **Introduction to Coaching Skills for Managers** bitesize workshops, which support all managers and leaders with a coaching skillset to support day to day interaction and approaches with staff and colleagues. For more info and/or to access, click [here](#). **Executive Coaching** - We are able to support our senior Leaders through our Executive Coaching offer. For more info and to be paired with a coach, please contact eoel@leadershipacademy.nhs.uk

What's new for March 2022



Systems
Leadership

Primary Care

GMTS

- **Outward Mindset – The compassionate collaborative leader.** In this 90minute session you will learn 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.
- **How to have supportive conversations with your people.** Learn more about how to build your confidence and competence in holding supportive conversations with your people. These sessions will be highly experiential with participants engaging through menti meter polls, breakout groups, sharing thoughts in the Chat and plenary discussions.
- **Understanding the World of.....**new series starts in March by experienced Place leaders in different contexts and ICSs, who will share the challenges and opportunities of working with communities, local government, VCSE, NHS and broader system colleagues to drive improvement and integration in local services

- **Winter Support-** A Suite of winter support during winter to enhance staff recovery, the offer is tailored to help provide people with support you may need now and development to drive transformation and improvement. .

- 40 **applications received for organisations/ systems wanting to host a trainee** across the four available specialties. Assurance of applications is underway. In the coming months there will be a further process where organisations/ systems will further detail the placements.
- **Placement and Programme Network meetings due to recommence** on a quarterly basis
- **Applicant Trainees are being assessed currently**, those who are successful will be matched with placements in the coming months

What's new for March 2022



Talent

- Our next Talent Community of Practice is on Monday 9th May, 13.00 to 15:30 aimed for those with a responsibility for talent management delivery within organisation and systems.
- 'Talent Talks' and 'Talent Focus' Our quarterly comms are circulated to talent leads and talent pools.
- [Executive Director Pathway](#) - Register interest for cohort 2 [Executive Director Pathway – Leadership Academy](#).
- We're pleased to offer senior leaders the opportunity to attend Career Development workshops. These workshops help participants navigate and reflect on their career journey with a focus on CV writing and interview technique. To book a place See [Upcoming Events – East of England \(leadershipacademy.nhs.uk\)](#)
- [**East of England Senior Leadership Careers and Vacancies in health and care #eoetalent | Groups | LinkedIn**](#)
If you are interested to see vacancies for senior leadership roles in east of England or you want to post vacancies for band 8D and above roles you can apply to join the LinkedIn group
[NHS Elect - Fundamentals of career management](#) 3 videos on Interview skills, CV preparation and career management



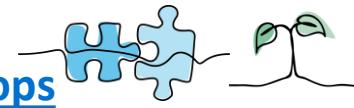
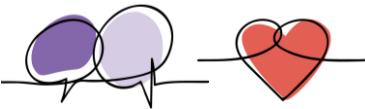
Coaching & mentoring

- 1.1 supervision sessions available
- Group supervision sessions available
- Coaching skills lab sessions available
- Team Coaching programme taking place
- Coaching CPD Masterclasses available coaches and mentors
- HLM 360-degree codes available



Local Leadership Initiatives

- More Trauma informed leadership sessions available
- Leading resilient teams commencing March
- Mindfulness sessions available
- Rising Stronger masterclasses now open for bookings
- Development programme established for Stepping Up/ Ready Now Alumni
- 1.1 coaching available to support Stepping Up/ Ready Now Alumni
- Executive Coaching
- Action Learning Sets in train for Ready Now Alumni



Career Guidance and Development Workshops

Are you seeking a more senior role and/or going through career transition currently? Whilst you may wish to attend one of these workshops, we strongly recommend that consideration is given to attending both, starting with workshop A. These sessions are targeted towards those seeking support for the next step in their career to more senior level roles.

Workshop A : Career Development

- ❖ [Thursday 24th March 1:00 pm - 4:30 pm](#)
- ❖ [Tuesday 5th April 9:30 am - 1:00 pm](#)
- ❖ [Wednesday 20th April 9:30 am - 1:00 pm](#)
- ❖ [Wednesday 11th May 1:00 pm - 4:30 pm](#)

Session Overview:

1. Who am I?
2. Aspirations and Purpose
3. Action Planning and available resources

To help participants create a focussed plan to further their career by:

- Helping guide and ground their career plan in a clear sense of personal purpose
- Helping participants to focus clearly on the 'type' of role that they want, truly aligned with what motivates and drives them
- Helping participants to understand how they can take charge of their own development and navigate potential blockers
- This workshop is really targeted at helping participants understand who they want to be as a senior leader and experience they will need to gain

Workshop B : Planning your path to success

- ❖ [Wednesday 6th April 1:00 pm - 4:30 pm](#)
- ❖ [Tuesday 26th April 9:30 am - 1:00 pm](#)
- ❖ [Thursday 19th May 9:30 am - 1:00 pm](#)
- ❖ [Tuesday 24th May 1:00 pm - 4:30 pm](#)

Session Overview:

1. What "good looks like" – Executive guest speaker/s
2. CV Writing
3. Confidence in Interviewing

To help participants create a focussed plan to further their career by:

- Helping participants gain insights into "what good looks like" in relation to CV writing and interview presentation; discussing top tips with your peer group
- Helping participants build on your self-awareness by understanding how they "show up" in interviews and to get to grips with interviewing techniques.
- Support candidates in preparing for the next stage of their journey, whether that be entering for assessment processes or preparing for an interview. The focus is largely on expectations of an Executive Director and what is required for more senior roles, rather than the assessment process per se, but remains open to those in both categories



Wendy Parry – Workshop Facilitator

Wendy currently works as a leadership associate and organisational development consultant. She has supported various East of England Leadership Academy programmes including the Graduate Management Trainee Scheme and the NHSI Culture and Leadership Programme. Wendy is a qualified coach and is a member of the East of England and Kent, Surrey & Sussex coaching networks.

If you are preparing for an interview you may also like to consider the workshop

6 [Being at your best at Interview – presenting well virtually – East of England \(leadershipacademy.nhs.uk\)](#) on 10th May

Further dates will be available at the events page [East of England – NHS Leadership Academy](#)



CAREER DEVELOPMENT AND SUPPORT OPPORTUNITIES IN EAST OF ENGLAND



BITESIZE VIRTUAL WORKSHOPS TO ENHANCE YOUR CAREER AND DEVELOP YOUR TALENTS

- Your Brilliant Career – Supporting Women Progress to Reach their Career Potential – East of England (leadershipacademy.nhs.uk) on 16th March
- Career Confidence and Banishing the Imposter – East of England (leadershipacademy.nhs.uk) on 16th March
- Realising the Potential of your Impact – East of England (leadershipacademy.nhs.uk) on 17th March
- Brilliant Strengths – East of England (leadershipacademy.nhs.uk) on 21st March
- Brilliant Mindset – East of England (leadershipacademy.nhs.uk) on 22nd March
- Understanding and Overcoming Imposter Syndrome – East of England (leadershipacademy.nhs.uk) on 22nd March
- Brilliant Strengths – East of England (leadershipacademy.nhs.uk) on 28th March am
- Brilliant Strengths – East of England (leadershipacademy.nhs.uk) on 28th March pm
- Brilliant Mindset – East of England (leadershipacademy.nhs.uk) on 30th March
- Brilliant Mindset – East of England (leadershipacademy.nhs.uk) on 31st March
- Networking to boost your career – East of England (leadershipacademy.nhs.uk) on 5th April
- Career Confidence and Banishing the Imposter – East of England (leadershipacademy.nhs.uk) on 6th April
- Being at your best at Interview – presenting well virtually – East of England (leadershipacademy.nhs.uk) on 27th April
- Being at your best at Interview – presenting well virtually – East of England (leadershipacademy.nhs.uk) on 10th May
- Being at your best at Interview – presenting well virtually – East of England (leadershipacademy.nhs.uk) on 18th May
- Networking to boost your career – East of England (leadershipacademy.nhs.uk) on 19th May
- Career Confidence and Banishing the Imposter – East of England (leadershipacademy.nhs.uk) on 24th May



There are further events and bite size workshops at [Upcoming Events – East of England \(\[leadershipacademy.nhs.uk\]\(https://leadershipacademy.nhs.uk\)\)](#)

Please note, if our bitesize sessions do become fully booked, we do hold waiting lists for further sessions, so please register your details on the booking platform.

The East of England Regional Talent team aims to support leaders by providing helpful and practical interventions that assist with career development and support to reach your potential

 [NHS Career Management Guide](#) support with applying for your next role, including Executive interviews and inclusive leadership

[Career Management Resources](#) register online

Clinical Leadership Coaching and Advisory Service (CLCAS) – for aspiring clinical leaders. Email talentcareerteam@leadershipacademy.nhs.uk

[East of England Senior Leadership Careers and Vacancies in health and care #eoetalent | Groups | LinkedIn](#)

If you are interested to see vacancies for senior leadership roles in east of England band 8D and above roles you can apply to join the LinkedIn group

3 videos on Interview skills, CV preparation and managing your career [NHS Elect - Fundamentals of career management](#)



 [Our NHS People – Supporting our people: Helping you manage your own health and wellbeing whilst looking after others](#)

Register for School for Change Agents [The School for Change Agents – NHS Horizons \(\[horizonshhs.com\]\(https://horizonshhs.com\)\)](#)

[#Caring4NHSPeople & #ProjectM Wellbeing Virtual Sessions – NHS Horizons](#)

[ABC Guide to personal resilience – Leadership Academy](#)



For any queries please email talent.eoe@england.nhs.uk

Follow us on Twitter @eoetalent