

LEADERSHIP PROGRAMME COHORT 6 FELLOWS

COHORT 6 FELLOW BOOKLET 2024





Dear Fellow

Welcome to Bedfordshire, Luton & Milton Keynes 'Leading Beyond Boundaries' Leadership Programme. We are delighted that you are part of this exciting opportunity to develop your own skills to support the local service transformation within our system.

This is the sixth cohort of the programme, which supports the work of the Bedfordshire, Luton & Milton Keynes Integrated Care System. This programme is based on the well-established Frimley2020 Programme which is part of the Frimley Leadership & Improvement Academy. We will be building on the System's achievements to help you become better equipped with the skills, confidence, and courage to continue to be leaders of change and innovation to benefit our local population.

The nature of the programme's sessions affords you the freedom to immerse yourself completely and to explore all possible opportunities in a supportive and psychologically safe environment. We hope that through the programme you will have a better understanding of the complex nature of local health, care and wider sector systems and communities.

During the programme we will be looking at; how we engage and work with our local communities, how health, care and wider public systems can collaborate better, what innovation is and what it can mean, the limitless positive potential of curiosity, how ground-breaking ideas can be taken from that lightbulb moment through to reality and how what we are doing can really improve the lives of our local people.

We want you to emerge from the programme with big aspirations for you, your system and your local population. Change often starts with one person asking how we can help each other to do things differently in a way that matters to local people. We will support you with the tools, knowledge and skills to have the confidence to be that person, looking to work collaboratively with others to find effective solutions.

We wish you the greatest success as you all embark on this exciting leadership journey together.

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LBB Cohort 6

Sharon Gugerly

Sharon Gugerly, Operations Manager for Bedfordshire Talking Therapies. It is hard to encapsulate into a short biography what an Ops Manager does, I am involved in every aspect of the smooth, effective and efficient running of the service. From overseeing the budget to making sure there is plenty of milk in the fridge. My main duties involve working dosely with the Clinical Lead to ensure the Service Strategies are in-line with Trust and BLMK Strategies and everything that needs to happen in between to deliver an inclusive, diverse and integrated Talking Therapies service. I have many years' of administration and management experience and have worked for the NHS for nearly 10 years and in Talking Therapies for 8 of those. My Talking Therapies journey started in SPOR (Single Point of Referral) in 2015 to Ops Manager in 2020 and I can honestly say I love my job.



Deimante Sidlauskaite

My leadership style is rooted in collaboration, empathy, and a relentless pursuit of excellence. I am deeply committed to creating a healthcare environment that is not only technologically advanced but also compassionate and equitable. Through my work, I aim to set new standards in healthcare innovation, with a special focus on making a lasting positive impact in the lives of those we serve.







Kayla Gascoyne

I am a Care Co-ordinator at Queens Park Group Surgery where I have worked since 2019. I first joined as an Apprentice Administrator when I was 16 years old. I have experience in administration, reception and prescriptions. I am now a Care Co-ordinator and look forward to joining this course and explore how I can work with a wider range of services which can benefit the patients that we look after.



Caroline Davies

Hi my name is Caroline Davies. I work for CNWL as the Inpatient Service Manager. I cover male and female acute mental health, mental health rehabilitation and older adults wards. A majority of my nursing career has been spent working in inpatient services- this really is where my passion is. Inpatient services have changed so much over the years and more and more need a whole system approach to enable our patients to receive a good service and recover to an optimum level.

I am hopeful that participation in this course will enable me to consider how we can improve our ways of working with partners which will in turn improve the experience for our staff, carers and patients.



Dawn Arthur

My name is Dawn Arthur, and I am a Primary Care Network Occupational Therapist (PCN OT), I work in 2 GP practices for The Bridge PCN, based in Newport Pagnell, Milton Keynes. My NHS journey started as a medical secretary and I qualified 13 years ago as an OT. My OT roles have involved specialties such as hand therapy, stroke, hospital and community, neurological rehab and brain injury, and Dementia intermediate care, working closely with Admiral Nurses.

During the pandemic I worked in Milton Keynes IN Home 1st rehab and reablement team. Over the last 3 years I have worked in the community as a PCN OT in Primary Care. I work very closely with Social Prescribing Link workers, GPs, social work assistants, health and wellbeing advisers, and integrated care teams to proactively help patients stay well at home.

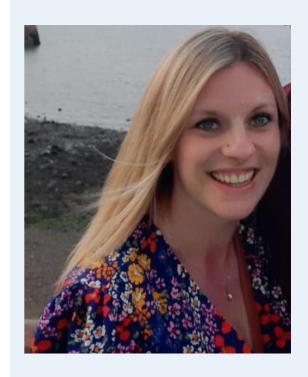
My OT role involves assessing the impact someone's physical and mental illness has on how they do their day to day activities and to help them to maintain or regain their independence. I have a passion for working with people living with Dementia and their family carers.



Kirsty Thompson

Hello my name is Kirsty Thompson and I currently work for Bedfordshire, Luton & Milton Keynes Integrated Care Board (BLMK ICB) as project manager for Oliver McGowan Training. My role involves the commissioning and coordination of Oliver McGowan training in learning disabilities and autism, as we pump prime the roll out of this new mandatory training package utilising funding awarded by NHS England for this purpose. The training is to be delivered to staff from multiple NHS providers across BLMK, including the acute Trusts, community providers, primary care staff and ambulance services, and is delivered by one of our VSCE partners, Autism Bedfordshire, so throughout the course of my work I'm collaborating with many members of our partner organisations across BLMK.

I have 11 years' experience in the NHS and my previous roles have included service manager at a local acute Trust, and a commissioning manager within BLMK ICB. I am passionate about reducing healthcare inequalities and this in part stems from my own lived experience as a parent of an autistic child, with the autistic population and those with learning disabilities often experiencing poor clinical outcomes, suboptimal interactions with health and social services and reduced life expectancy. The Oliver McGowan training presents a fantastic opportunity to equip our workforce with the knowledge and skills to improve in this area, and I'm really excited to be leading on the Oliver McGowan project, utilising my skills and experience from both commissioning and operational management whilst also bringing a personal touch based on our lived experience as a family.





















Ruth White

Hello, my name is Ruth White. I am currently the Central-South schools lead within the Bedfordshire Speech and Language Therapy Service with a background in both Early years and Schools therapy.

My NHS career started in 2014 as a Newly qualified Speech and Language Therapist in West Kent, following a career in Mental Health. Throughout my career I have always prioritised professional development as a way to increase my knowledge in specialist areas. This resulted in a years' placement in the Michael Palin Centre helping children with severe Stammers before relocating to Bedfordshire for my current role.

Following my return from Maternity leave in October 2023, I have seen an increased emphasis on redesigning the service I work in to be able to meet rising demands placed on it. I am hoping the LBB course will help me to work across boundaries and support my team to embrace the new ways of working to continue to provide excellent evidence-based care to the children, young people and those who support them.



Vickie Place

Hello, my name is Vickie Place. I'm currently working as a Commissioning Manager in the Planned Care team at Bedfordshire, Luton and Milton Keynes Integrated Care Board (BLMK ICB). In my role as a commissioner, I have had the opportunity to input into and lead on various projects and workstreams at all stages of the commissioning cycle. This ranges from scoping exercises, undertaking stakeholder engagement where we seek to understand what our local population's needs are in relation to access, availability and models of care, right through to developing options appraisals and inputting into the procurement of services, to evaluation of existing services.

In 2024, following a restructure of the ICB, I will be moving into a Transformation Manager role in the newly created Shared Transformation Resource (STR) team. The STR will undertake transformation work across BLMK.I'm excited to join this new team and expand my range of experience across the NHS and through the STR I hope to have opportunities to work on transformational projects with a broad range of system partners including, community providers, primary care, the acute trusts and our voluntary, community and social enterprise (VCSE) partners. Together we can seek to do the very best that we can to meet the healthcare needs of BLMK residents and reduce healthcare inequalities.

















Kelly Rimmer

Hi, my name is Kelly Rimmer I am the ICS HCSW Workforce Programme Manager for BLMK ICB. My career journey has led me to Adult Nursing and Specialist Community Public Health Nursing, Practice Education Facilitator, Practice Development Nurse, Clinical Site Manager, Recruitment and Retention Nursing Workforce. My experiences have enabled me to work in acute, community, mental health and learning disability areas of care. I am passionate on supporting our current healthcare workforce covering all sectors of care and promoting the fantastic opportunities available within all areas of care. I continued my studies after finishing my Post Graduate Diploma and completed my Masters of Science in Specialist Community Public Health Nursing which started my drive and passion for project management, service change and transformation.

My current role has enabled me to deliver on the BLMK HCSW Digital campaign where we have recently won an NHSE healthcare support worker programme 2023 award. In alignment with this we have delivered a bus attraction campaign including multiple partners presenting to the local population the services they deliver and showcasing the wonderful opportunities available within their care setting.

I enjoy long dog walks, listening and watching live music and socialising with friends and family.



Joy Carveth

Hello, my name is Joy Carveth and I work for Lea Vale Medical Group in their Community Engagement Team. Having trained in the US, I worked in homeless healthcare and privatized healthcare systems in Boston before moving to the UK in 2019. Since moving, I have enjoyed the opportunity to further develop and hone my skills in public health. Transitioning to a nationalised health care system and working in the NHS has challenged my ways of thinking and pushed me to expand my approaches to health care and population health.

In my current role, I create and implement health projects and programmes that not only serve our patients' needs, but also improve the practice's outcomes and services. Given the large degree of diversity across our patient population, a large portion of my role as a project developer is community-driven and consists of developing partnerships and collaborative working. Our patient needs differ drastically, and as our team develops more health projects, I want to ensure that programmes I put forth are based on comprehensive collaboration and representative of both need and community interest. I am looking forward to learning about new approaches to integration and collaboration and am excited to meet and learn from you all.





















Yvette Chicharro

I have been a qualified social worker since 2010 and have worked with Milton Keynes City Council since finding I had a passion for working with adults on my second placement. I have experience of community social work and since 2013 hospital social work and in 2015 I became deputy manager and overtime progressed to my current role of being service manager for social work teams supporting hospital discharge, working in primary care networks as part of the Integrated Community Support Teams and continuing health care. I never envisaged working in a hospital setting but found I really enjoyed working in partnership with health professionals to holistically meet individual's needs.

I have been privileged to have a key role in the core group focusing on Improving System Flow and am excited to progress the development of this project in which all key system organisations have collaboratively agreed to work in partnership. I recognise I am new to project management and therefore I am excited to learn from others and develop as an individual and share my experiences as well.



Yuliya Baker

Hello, my name is Yuliya and I work as a Workforce Project Manager at the BLMK ICB Training Hub. My journey began as a qualified Nurse, providing me with a solid understanding of patient care and clinical practices. I then temporarily stepped out of the Healthcare sector into the world of business, and pursued my leadership and management development, whilst working alongside senior executives. Following this, I combined my experience of business and healthcare to become a senior manager in General Practice. With a background as a Business Manager / Practice Manager, I now bring extensive experience in this domain to my current role.

Committed to life-long learning, I am excited about attending the Leading Beyond Boundaries Programme to further enhance my leadership skills and to help drive positive change within the Healthcare sector.



Helen Friend

Hello my name is Helen Friend. I have worked for the NHS as a nurse for 38 years mainly in acute Trusts. I have had a varied career including working locally at Bedford Hospital and Luton and Dunstable in various clinical roles and in complaints, corporate nursing and clinical governance. My current role is as the Education Transformation Lead for BLMK working with colleagues within the East of England and NHSE to improve the clinical placement experience for students undertaking health programmes, together with increasing clinical placement capacity to support the long term workforce plan. I am sure the leading beyond boundaries programme will support me to work at system level.



Samantha Lee

Hi. My name is Sam, I work for Cambridgeshire Community Services NHS trust and live and work in Bedfordshire. I recently started a secondment and am working as a service lead for the Bedfordshire and Luton 0-19 team. This is my third job role with CCS and prior to my secondment I was a locality lead in the South Beds team for 3 years and started with CCS as a Health Visitor. I began my career in the NHS in 2005 when I worked as a Midwife.

My new role involves a change in the partners that I will be working with. I hope that my attendance on this this course will support my existing values of honesty, compassion, and respect to provide me with new knowledge to support me establishing local, regional, and national relationships to influence cohesive

Outside of work I am a Mum to three boys aged between 21 and 14 and find that my life now revolves around their social life!

I am looking forward to attending the LBB course to help enhance my understanding on local systems how we can use efficient systems leadership to true collaborative working in order to influence change for the communities where we deliver services.





















Bharathi Brown

I am a Programme Manager working with the Trust's transformation and redevelopment teams. I am responsible for leading on the transition planning of support services into the New Clinical Buildings in 2025 and providing programme management support to the vascular team in delivering their long-term strategy.

I have worked in various NHS organisations in operational, transformational and programme management roles since 1995, which includes Acute teaching hospitals, Primary Care Trust, Specialised Commissioning and Department of Health.





My educational background includes a BA (Hons) and MA in Criminology and Sociology, but I discovered my passion for the healthcare sector upon entering the workforce after university. My compassionate nature led me to pursue a career where I could make a positive impact on others' lives.

I am dedicated to promoting inclusivity and staff development, collaborating with senior leadership and service managers to deliver projects that enhance productivity and cultivate a positive work environment. I am excited to connect with other like-minded individuals through the Leading Beyond Boundaries program, eager to expand my perspectives and knowledge.

Outside of work, I enjoy going to the gym, cycling, hiking, and volunteering with the MLSS charity to feed the homeless. Last year I completed the 3 peaks and this year, I am gearing up for a new challenge as I prepare to hike to Everest Base Camp in April – wish me luck!















Ellie Gillett

Hello, I am Ellie Gillett, BLMK Allied Health Professional (AHP) Faculty Lead. This is a seconded post I took up in May 2023 with a focus on engaging AHP staff and stakeholders in collaborative system working to support the future of our AHP's through education, supply and training. I qualified as an Occupational Therapist in 2007 and have spent the last 14years working in Mid Bedfordshire Community services where I have developed my clinical and leadership skills through various roles as a specialist OT, Therapy Team Lead and most recently Therapies Clinical Service Manager.

I am very passionate about service improvement and find the concept of making simple changes incredibly rewarding to see the positive impact on service quality for our workforce and the population we serve. The Faulty role has given me greater insight into the diversity and breath of AHP services and workforce across the ICS. I am very much enjoying connecting, supporting and building networks through our Faculty workstreams.



Johnson Oredein

I work for East London Foundation NHS Trust as an Assistant Director for the mental health and wellbeing services in Bedford. In 2015, I started working in ELFT as an Occupational Therapist and I've worked across a range of services including Learning Disabilities, Autism and Mental Health.

I have a huge passion for the development of others through learning and education and I am looking forward to completing the Leading Beyond Boundaries programme.



















Debbie Ramsey

My name is Debbie Ramsey and I currently work as the deputy head of nursing for the Care of the Elderly & Frailty CSL at Bedfordshire Hospitals NHS Foundation Trust.

I have 30 years' experience as a nurse and have been working within the NHS for the past 24 years. I have previously specialised in Respiratory, Primary Health Care, Midwifery, General Medicine and also worked as a Clinical Risk Facilitator, before taking up my current posting. I have completed an MSc in Diabetes Science with the University of Bedfordshire. I have a real passion for the development of self and others through learning and teaching and am very much looking forward to undertaking the Leading Beyond Boundaries programme.

This programme will help me to develop skills to lead beyond my authority, collaborate across boundaries and empower others to do the same."



Charlotte Hodgson

I am currently the Joint Commissioning Manager for Central Bedfordshire Children's Services, working across the local authority and BLMK ICB. As a jointly funded post, my role is quite unique and I get the opportunity to work with a range of partners across the system on a daily basis. I manage a small team which includes strategic commissioners for SEND. Working with colleagues across education, health and social care has been really insightful, and I have learnt a lot in this role! I always try to share that learning with colleagues and encourage collaboration to achieve outcomes. I have worked in Local Authority Children's Services for over 15 years, and made the move from front line work into children's strategic commissioning just over 4 years ago, starting with social care commissioning, moving into aspects of SEND commissioning and now in the joint commissioning role where I am involved in various programmes of work related to SEND, mental health and residential care.



Dionne Murray

I am a Senior Service Manager for Bedfordshire Hospitals and have worked for the NHS for almost 15 years. I currently manage Rheumatology, Diabetes and Endocrinology and our Day Treatment Unit. I also have extensive experience in surgical specialties and risk and governance management. I have used the knowledge and skills that I have gained to identify service improvements and positively influence change and culture in my organisation. Innovation and creativity is recognised as one of the key strategies that the NHS is relying on to help address the changing health needs of the population and I am committed to delivering the best care for our patients and local community especially those that have long term chronic conditions.



Viktorija Stanciukaite

I am the Integrated Commissioning Manager at Luton Borough Council. My primary role involves working with the Older Person cohort and overseeing commissioned services such as homecare, residential and nursing homes and extra care services. Additionally, I am responsible for managing the Luton advocacy services contract.

Over the past 6 years, I have gained experience in the social care sector, working with various care home groups. These groups have ranged from those funded by local authorities to high-end, award-winning care home groups. Through my experience, I have developed a strong understanding of the strengths and areas for improvement in providing person-centred and dignified care for older people.

Luton has a number of commissioning projects scheduled for the next three years, which I have been assigned to oversee. Although these services have been commissioned and procured previously, I believe that working together with our partners could greatly contribute to the prevention and sustainability goals of all BLMK wide partners.

I am excited about embarking on this journey and look forward to gaining new ideas and expanding my knowledge.







Chloe Cameron

Hello, my name is Chloe Cameron, I am the lead Advanced Clinical Practitioner across the Bedfordshire Hospital trust, including the frailty virtual ward. I have worked for the NHS for 23 years in acute medicine. I have been in a management role since 2013, and have managed a variety of services. I really enjoy implementing change and driving new services. I have spent the last three years implementing the frailty service and I am a clinical supervisor for 13 trainee Advanced clinical practitioner. The frailty service cover ED, SDEC, and the DME wards at both Luton and Bedford, and we have currently set up a frailty virtual ward in the community My passion lies in care of the elderly. Outside of my profession, I am married with two children and I'm a keen equestrian. I spend most of my free time traveling across the country with my daughter who competes show jumping. Or with my son who is the captain of a local Rugby club (Under 13's).



Patricia Bowles

My name is Patricia. My background is Acute general Nursing and I have spent most of my working life in the ED. I worked in north west London for many years before taking up a role in Rapid Response Nursing in the community. I developed a passion for safeguarding while working in London and received a

commendation from the Met Police for my contribution to securing justice for a victim of abuse. I now work as the Designated Nurse for Safeguarding Adults across BLMK. This is a Statutory role and I am placed based in Luton. It is the most challenging role I have undertaken to date. I am looking forward to developing skills in leadership and learning from other delegates on the course





Lorraine Kavanagh

Hi, my name is Lorraine and I work for BLMK ICB as an Integrated Neighbourhood Support Manager in the Bedford Borough Place Team. This is a new role but I have worked previously in NHS commissioning for 9 years and have past NHS experience in HR, Finance and Dental services. Much of my previous role in the ICB focussed on Long Term Conditions and engaging with general practices, implementing transformation projects and schemes to improve patient care and outcomes.

I spent many years working as a PA and moving around the country working in a variety of sectors, finally moving back to my home town of Luton where I met my husband. We have two sons age 6 and 4 and we enjoy visiting the zoo, local country parks and camping in the summer.

I am looking forward to learning from the LBB course how to work well with different organisations across the local community, which will be so important in my new Neighbourhood Support role.

Rose McHugh



Hello! I'm Rose McHugh, Children's Services Manager with BDCPS, a local charity making a meaningful difference to the lives of young people with disabilities and their families. I am part of a passionate team that believes in embracing opportunities to enable families to live life their way. We work with a number of organisations in health and social care, education, and in the voluntary sector to advocate for a holistic approach to support. We aim to create a community where every member feels understood, valued and empowered.

My role is to deliver fun activities that enable young people to grow, dream and aspire whilst safely meeting any complex health and care needs. Our team has a 'can do' attitude aiming to ensure health and care needs are never a barrier to inclusion. I am looking forward to being part of Leading Beyond Boundaries to help us collaborate and look for further creative solutions to meeting need whilst delivering memorable life experiences for young people with disabilities.





















Jason Gosling

I am a Project Support Officer and soon to be an Employment Pathways Project Manager for BLMK ICB. Although I only started working in the ICS last July, I have over 15 years' experience in working in sectors that support disadvantaged people overcome their barriers and find sustainable employment. More than 10 years of this has been in close partnership with VCSE organisations while managing Jobcentre, ESF and National Lottery Community Fund programmes and projects.

I am passionate about creating a more accessible and inclusive society and I am really excited about the impact that my new role may have on system partners' ability to successfully recruit disadvantaged people from their communities.

I am looking forward to undertaking Leading Beyond Boundaries. I hope it helps foster a wider understanding and appreciation of system working in all cohorts and encourages a collaborative and solution focussed approach that maximises the system's ability to reach every person in the BLMK ICS footprint.

Clare Dinnick



Hello, I am a Project Manager with the Transition Team at Cambridgeshire Community Trust. As well as transitioning services and systems into the Trust I work with multi disciplinary teams to deliver a number of projects across BLMK and three other counties in the eastern region.

Some of the projects I am involved in have been setting up mental health support teams into Cambridgeshire and Norfolk, implementing a new cloud based IT infrastructure and devices across the Trust, ensuring equality in healthcare access for Veterans and service personnel and transferring responsibility for Childrens' Continuing Care provider management for BLMK in to the Trust.

I am currently working with Luton Borough Council, DoE and our Speech and Language Head of Service on a new National initiative, Early Language support for every child (ELSEC), with Luton being one of the nine areas chosen to trial this new approach. I am looking forward to meeting everyone and learning more about collaborative systems working and how this can feed into helping children in Luton achieve their potential via the ELSEC project.





Rima Grant

Hello, my Name is Rima Grant and I am a Speech and Language Therapist working across Luton and Bedfordshire. Speech and Language Therapy is something I am passionate and enthusiastic about, and this is genuinely a career I am proud to have.

As I have progressed through my career, I have held various leadership roles when working for the Children's Speech and Language Therapy in Luton and Bedfordshire; and previously whilst working for the Integrated Children's Speech and Language Therapy Service for Hackney and the City. To date, I have been fortunate enough to work with children and young people across a wide range of community and specialist settings in Bedfordshire, Hertfordshire and Hackney. Central to my role as a Speech and Language Therapist is helping children and young people and those around them, to understand the child or young person's strengths related to language and communication; and also, why they might find some things difficult. As a member of the BAME community I am passionate about developing within the profession and I feel an innate responsibility to support my wider management team to develop new and creative ideas on how to work together to achieve holistic and realistic goals for our team and the people we work with.

Rachel Austin



My name is Rachel Austin, and I am a Senior Business Intelligence Analyst for Central Bedfordshire Council. My role includes working with colleagues within the organisation, and across organisational and geographical boundaries, to deliver on integration and collaboration between health and social care. As an analyst I work to support the delivery of initiatives, using data to highlight areas for improvement, and inform decision making. I pride myself on communicating complex findings to various audiences in engaging and novel ways. My ability extends across data analysis, data visualisation, predictive modelling and forecasting, performance monitoring and benefits realisation. With a varied background, I bring a multi-disciplinary approach to my work, enabling me to build positive and productive relationships. I continually seek development opportunities and am working to secure professional accreditation with the Federation of Informatics Professionals.

I am looking forward to this opportunity; expanding my network, embracing the challenge and enhancing my skills and knowledge further.















CoCreate Consultancy Duncan Lydon

PROGRAMME DIRECTOR

Duncan has over 20 years of experience in education and experiential learning, working as a facilitator, designer, consultant and coach. He is a qualified and experienced organisational change practitioner and consultant, delivering results in a variety of corporate companies, NGOs and within public sector organisations. Working in a range of organisational change environments from complex adaptive systems to progressive business transformation. Duncan has worked in Health and Care with CoCreate to deliver System Leadership programmes for several Integrated Care Systems across the south of the UK since 2015.



Lucy Dennis

CO-FACILITATOR

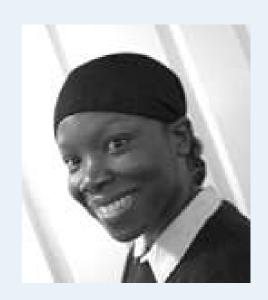
Lucy is a Professional Certified Coach, facilitator and leadership development specialist with over 7 years' experience working in consultancy and another 10 years' experience of working in two large FTSE 100 companies, as well as over 1000 hours of coaching under her belt. She is fascinated by team dynamics and uses her coaching skills to support the development of systemic team change."



Annetta Henry

PRODUCER

Annetta provides advisory, administrative and logistical support to help our programmes run smoothly. In her producer role, she has the unenviable task of making the tech work! Annetta has worked extensively to deliver innovative cultural and people transformation programmes that improve the performance of senior leaders and teams.









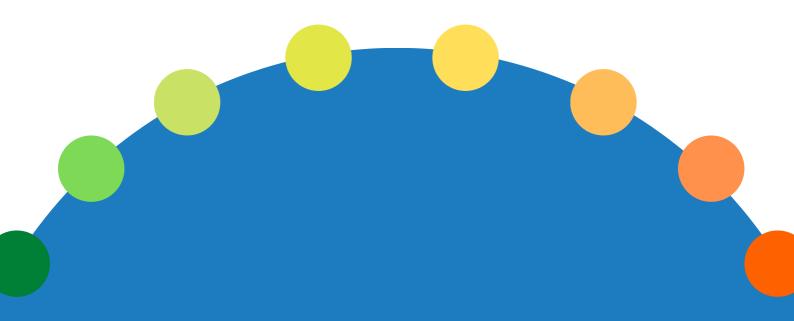












Delivered by Bedfordshire, Luton and Milton Keynes Peoples Board in Partnership with Frimley 20-20 and local Bedfordshire Fire and Police services