Dear Colleagues,

I hope you are well. Could you please send the information below to Secondary Care, Social Care and Primary Care Networks including: GPs (general practitioners), ICSs,  Pharmacy, Optometry and Dental, community and practice nurses, midwives and health visitors, family planning or sexual health clinics, out of hours GP services, dentists and opticians. It is information about our leadership programme we are currently offering for all staff at all levels. If any of the workforces are interested, they can register on our website.

**Primary Care and Primary Care Networks**

The key challenge faced by different organisations is to nurture a culture that ensures the delivery of continuous improvement of high quality as well as safe and compassionate healthcare. Leadership is the most influential factor in shaping organisational culture. Therefore, it is fundamental to ensure the necessary leadership behaviour strategies and qualities are developed. We currently have different leadership offers to support our Primary Care leaders and managers at all levels within the multidisciplinary workforce. Our programme offer is focused on design and delivery and the impact on the individual (I), team working (We), organisation and the system (Us) of healthcare delivery.

**Clinical Directors Executive Coaching Programme**

Executive level coaching offers highly impactful, forward-focussed, action-orientated, personalised support with a strong evidence-base for success. It provides one-to-one support that is flexible to meet the needs of the individual, whilst also accelerating personal development in key areas required for effectiveness in their roles. They are a team of highly experienced, professionally qualified executive level coaches who have been delivering one-to-one coaching for senior leaders, including GPs, practice managers, clinicians, and senior leaders, for many years including PCN CDs. This includes several highly successful national programmes for NHSE. They are currently delivering one-to-one coaching for PCN CDs nationally for NHSE, and regionally for EMLA and Hereford and Worcestershire CCG. Link to register and dates  for the programme: <https://midlands.leadershipacademy.nhs.uk/event/pcn-clinical-director-professional-leadership-coaching-programme-cohort-2/>

**Primary Care Network (PCN) masterclass**

As the development of PCN’s speeds up, it is important that we develop our skills and leadership capacity across the region. To this end we are running a series of masterclasses, to be delivered virtually throughout March and June of this year. Each class will explore key facets of the leadership challenge and is delivered by a subject expert. The overall aim is to improve confidence founded on a greater understanding of what it takes to make a great team. Subjects covered will include diversity, talent management, leadership, working at Scale with Stakeholders, communication, teamwork, courage and change with delegates being given access to a learning portal containing many tools and support materials which can be applied in our daily lives.

The masterclasses are open, and recommended for all Clinical Directors, Board members, Practice Managers, PCN Managers, Nurses, Business Managers, Nurse Practitioners, Physicians, General Practitioners (GPs), Pharmacy, Optometry and Dental, Paramedics, Mental Health Professionals, and ARRS roles.

For more information regarding the masterclass please click on the link below to register for the different masterclasses:

**Leadership and Change Management Masterclass Series: Working at Scale with Stakeholders to Develop the PCN**

<https://midlands.leadershipacademy.nhs.uk/event/leadership-and-change-management-masterclass-series-working-at-scale-with-stakeholders-to-develop-the-pcn/> Thursday 23rd June; 17:00-19:00

<https://midlands.leadershipacademy.nhs.uk/event/health-inequalities-by-david-clutterbuck-courageous-leadership/> Tuesday 13 September 4:30 pm - 7:00 pm

**Health inequalities by David Clutterbuck: The team leaders toolkit**

<https://midlands.leadershipacademy.nhs.uk/event/health-inequalities-by-david-clutterbuck-the-team-leaders-toolkit/> Thursday 15 September 10:00 am - 12:30 pm

**Tackling Health Inequalities through population health across Midlands**

COVID19 has brought to wider consciousness inequalities in different areas from healthcare to technology. To support our leaders with this we have our Tackling Health Inequalities Through a Practical Approach to Population Health Management programme. Population health brings significant health concerns into focus and addresses ways through which resources can be allocated to overcome the problems that drive poor health conditions. The programme will help individual and teams to have a solid understanding of Population Health Management and how important it is to address inequalities. An insight into the behaviour science techniques that can help to make change projects more successful. Link to register and dates for the programme:

<https://midlands.leadershipacademy.nhs.uk/event/equally-healthy/>Thursday 16 June 2:00 pm - 4:30 pm

<https://midlands.leadershipacademy.nhs.uk/event/equally-healthy-2/>Thursday 15 September 2:00 pm - 4:30 pm

<https://midlands.leadershipacademy.nhs.uk/event/equally-healthy-3/>Thursday 13 October 2:00 pm - 4:30 pm

**Population health management from a public health perspective (Impact of Long-Term Health Conditions)**

This masterclass will consider the impact of long-term conditions from a public health perspective. Designed to support Primary Care Networks (PCN’s) and other health and care professionals working in population health, participants will build their knowledge and skills within this area as well as: Develop skills in strategic planning for community based programmes for chronic long-term conditions and its implications on public health

Inform health care workers, carers and family members who live or work with people with chronic condition in self-managements and self-care to bring about life-long change.

To help people with long term chronic conditions regain their confidence, mobility, and return to exercise levels to improve and maintain their quality of life and functional independence

To get guidance on how to re-navigate their way through the changes in the Health and Social Care system that have occurred post COVID. The programme is suitable for Clinical Directors, Board Members, GP’s, Pharmacy, Optometry and Dental and ARRS roles. Link to register and dates for the programme:

<https://midlands.leadershipacademy.nhs.uk/event/impact-of-long-term-health-conditions-3/>Monday 27 June 10:00 am – 12:30 pm

<https://midlands.leadershipacademy.nhs.uk/event/impact-of-long-term-health-conditions-7/>Monday 12 September 10:00 am – 12:30 pm

<https://midlands.leadershipacademy.nhs.uk/event/impact-of-long-term-health-conditions-6/>Monday 26 September 10:00 am – 12:30 pm

<https://midlands.leadershipacademy.nhs.uk/event/impact-of-long-term-health-conditions-5/>Monday 10 October 10:00 am – 12:30 pm

<https://midlands.leadershipacademy.nhs.uk/event/impact-of-long-term-health-conditions/>Monday 31 October 10:00 am – 12:30 pm

<https://midlands.leadershipacademy.nhs.uk/event/impact-of-long-term-health-conditions-4/>Monday 14 November 10:00 am – 12:30 pm

**The Patient Voice: Patient and Public Involvement**

As local NHS services transition to Integrated Care Systems and professionals adapt to working across regional boundaries, organisations have been offered an opportunity to look at new and different ways to work to improve the overall health and wellbeing of people in their local area. This means it is more important than ever to enable patients and the public to get involved in service development. Patient and public involvement (PPI) is not only beneficial to services, but also empowers individuals, and leads to better relationships with the local community.  The aim of this masterclass is to provide delegates with a strong foundation on which to build their confidence in engaging patients and public within their professional practise. Link to register and dates for the programme:

<https://midlands.leadershipacademy.nhs.uk/event/the-patient-voice-patient-and-public-involvement/>Thursday 23 June 2:00 pm - 4:30 pm

<https://midlands.leadershipacademy.nhs.uk/event/the-patient-voice-patient-and-public-involvement-2/>Thursday 15 September 2:00 pm - 4:30 pm

<https://midlands.leadershipacademy.nhs.uk/event/the-patient-voice-patient-and-public-involvement-3/>Thursday 13 October 2:00 pm - 4:30 pm

**Population Health Led Strategic Workforce Planning Masterclass**

This programme is designed to support you to work strategically with partners from across the health and care system to improve the health of your local population health management. This masterclass will explore how a strategic approach to workforce planning can address current and future needs in primary and community settings. Population health including demographic change over time and the impact of Covid 19 is the starting point for understanding the kind of workforce that is needed. The session will focus on key principles of a population health led approach to workforce planning in primary and community care. The programme is suitable for Clinical Directors, Board Members, GP’s, Pharmacy, Optometry and Dental and ARRS roles. Link to register and dates for the programme

<https://midlands.leadershipacademy.nhs.uk/event/population-health-led-strategic-workforce-planning-masterclass-2/> Tuesday 07 June 3:30 pm - 6:00 pm

<https://midlands.leadershipacademy.nhs.uk/event/population-health-led-strategic-workforce-planning-masterclass-7/> Wednesday 08 June 9:30 am - 12:00 pm

<https://midlands.leadershipacademy.nhs.uk/event/population-health-led-strategic-workforce-planning-masterclass-4/> Wednesday 15 June 9:30 am - 12:00 pm

<https://midlands.leadershipacademy.nhs.uk/event/population-health-led-strategic-workforce-planning-masterclass-6/> Thursday 16 June 9:30 am - 12:00 pm

<https://midlands.leadershipacademy.nhs.uk/event/population-health-led-strategic-workforce-planning-masterclass-8/> Tuesday 21 June 3:30 pm - 6:00 pm

<https://midlands.leadershipacademy.nhs.uk/event/population-health-led-strategic-workforce-planning-masterclass-9/> Thursday 08 September 9:30 am - 12:00 pm

<https://midlands.leadershipacademy.nhs.uk/event/population-health-led-strategic-workforce-planning-masterclass-10/> Tuesday 13 September 3:30 pm - 6:00 pm

**Mentoring Skills for Senior Leaders**

Mentorship is important within Primary Care as it helps to establish a positive environment for learning. Furthermore, nurturing from mentors encourages personal and professional development. The aim of this webinar series is to provide high quality mentoring skills development to senior leaders so that they are able to offer mentoring support to a wide range of individuals at different levels of seniority and in different disciplines within the Midlands area and to provide our talented leaders with tools and theories which will allow staff to work collaboratively, compassionately and in an inclusively diverse manner through engaging in curious mentoring conversations. Developing mentors supports the NHS Long-Term Plan, the People Plan and the development of diversity and opportunity for all. Link to register and dates for the programme:

<https://midlands.leadershipacademy.nhs.uk/event/mentoring-skills-for-senior-leaders-cohort-19/>Thursday 09 June 5:00 pm - 7:30 pm

<https://midlands.leadershipacademy.nhs.uk/event/mentoring-skills-for-senior-leaders-cohort-20/>Wednesday 07 September 5:00 pm - 7:30 pm

<https://midlands.leadershipacademy.nhs.uk/event/mentoring-skills-for-senior-leaders-cohort-21/>Monday 12 September 2:00 pm - 4:30 pm

**DISC team profile**

Midlands Leadership Academy are supporting the use of the DiSC tool to support the development of teams. The use of this tool will help the individual team members understand their own preferences and provides a baseline for supporting wider understanding across a team. DiSC is self-assessment psychometric tool delivered through the Wiley “Everything DiSC” system in partnership with The Fruitful Toolbox.  This tool uses adaptive testing to ensure results are consistent with the model and has high levels of reliability, validity and credibility. DiSC profiles describe human behaviour in various situations and provides additional insight into yourself and your colleagues, including how you interact as a team. If you and your team, require this type of input to help strengthen your communication and individual /team awareness then do get in touch and we can discuss this offer with you. Further contact us by email [midlands@leadershipacademy.nhs.uk](mailto:midlands@leadershipacademy.nhs.uk)

**Primary Care coaching and mentoring**

We want to encourage  Primary Care colleagues working within general practice, community pharmacy, dentistry, optometry or any other care service to register for coaches and mentors by clicking on this link (<https://midlands.leadershipacademy.nhs.uk/our-offers/coaching-and-mentoring-2/>). The coaching sessions will help you to strengthen your leadership by creating space for you to stand back, slow-down and reflect if you want to:

* appraise your decision-making in the midst of the current crisis
* find ways to create time and space to consider how to lead the transition into the future state
* Providing you with the opportunity to enhance your decision making, to ‘hold steady’ in and through this crisis and to build and maintain personal resilience in order to help you effectively lead with a compassionate and inclusive style

**Primary Care resource including case studies and toolkit**

[**https://midlands.leadershipacademy.nhs.uk/resources/primary-care-resources/**](https://midlands.leadershipacademy.nhs.uk/resources/primary-care-resources/)

For further information about the programme please contact [midlands@leadershipacademy.nhs.uk](mailto:midlands@leadershipacademy.nhs.uk) or [phillip.masuwa@nhs.net](mailto:phillip.masuwa@nhs.net)