

Mid and south Essex Local Workforce Action Board

Leadership development and workforce transformation programmes - Sponsored by Health Education East of England and co-ordinated by the Eastern Academic Health Science Network

Programme Outlines - open to staff in the mid and south Essex STP Partner Organisations

Programme: Understanding System Leadership

Audience	Description	Date(s)	Venue	Capacity	Registration Link
<p>Mid and South Essex STP Delivery Group Members; Senior Transformation Managers, Senior Clinicians, Service Delivery Managers.</p>	<p>This half-day course aims to provide a practical and useful introduction to the concept of system leadership, to provide the foundational support that participants will need in delivering the ambitions of the STPs.</p> <p>The half-day sessions will be structured broadly into three sections:</p> <ul style="list-style-type: none"> • Complexity and wicked issues: different forms of resistance; common responses and why they may not work; reflecting on how this plays out in your STP/system; and what Systems Leadership is, what it entails, when and why it's useful • How to deal with wicked issues: practical lessons in Systems Leadership behaviours and approaches; extending this to your audiences; and examples of what this looks like in practice • Getting started: thinking about (small p) politics; learning from thinking and practice, and trying it out: an introductory exercise in framing and reframing <p>Learning objectives</p> <ul style="list-style-type: none"> • To provide an overview of what it is like to work in complexity and with 'wicked issues' • To provide a grounding in Systems Leadership: what it means, what it entails and where it can be helpful • To give people easily accessible models and frameworks that they can use • To give practical examples, from places, of what helps and what hinders, so that the audience can get a sense of the reality of what using Systems approaches looks like in practice – this includes building relationships, influence and trust • To focus on Systems Leadership behaviours and skills required to support effective cross-boundary working • To use models to better understand key stakeholders, influencing and negotiation • To look at how to balance shorter-term and longer-term demands 	<p>25 February 2019 Registration from 9:30 Half day (close 13:00)</p>	<p>Holiday Inn Basildon (Lakeside Room) Festival Leisure Park, Waterfront Walk, Basildon SS14 3DG</p>	<p>35</p>	<p>https://www.eventbrite.co.uk/e/understanding-system-leadership-mid-and-south-essex-stp-tickets-54653126974?aff=ebdssbdestsearch</p>

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	<ul style="list-style-type: none"> To provide a space where people can reflect on their own practice, and the issues they are facing, and try out Systems Leadership approaches for themselves. 				
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Programme: Compassionate Leadership Masterclass

Audience	Description	Date(s)	Venue	Capacity	Registration Link
Aimed at those with a leadership role within a Mid and South Essex STP Partner organisation.	<p>The compassionate leadership masterclass is a workshop delivered by Byron Lee (Added Value Learning Ltd) and designed to help build the necessary awareness, understanding and skills for supporting compassionate inclusive leadership practice.</p> <p>The session will cover:</p> <ul style="list-style-type: none"> What is leading with compassion? – building a personal model; Leading on inclusion – the case for compassionate inclusive leadership; Building compassionate cultures - Workplace compassion in action; Building compassionate cultures - Workplace compassion in action; The foundations of compassionate inclusion – Cultural Wisdom & Self-; Compassionate Leadership Practice - Integrating a compassion-based approach into leadership practice. 	<p>12 March 2019</p> <p>Registration from 9:30 (Half day)</p>	Holiday Inn Basildon Festival Leisure Park, Waterfront Walk, Basildon SS14 3DG	100	https://www.eventbrite.co.uk/e/compassionate-leadership-masterclass-mid-and-south-essex-stp-tickets-54761453983?aff=ebdssbdestsearch

Programme: EOE Network of QI Champions

Audience	Description	Date(s)	Venue	Capacity	Registration Link
Health and Social Care practitioners with a passion for QI and patient safety from across Mid and South Essex, ranging through novice enthusiast to qualified fellows.	Networking sessions hosted by Eastern AHSN to support those with an interest in quality improvement to network, share and learn together.	<p>22 March 2019 09:30 – 12:30</p> <p>20 September 2019 09:30 – 12:30</p>	Holiday Inn Basildon Festival Leisure Park, Waterfront Walk, Basildon SS14 3DG	25	https://www.eventbrite.co.uk/e/east-of-england-network-of-quality-improvement-qi-champions-mid-and-south-essex-stp-tickets-54914313189?aff=ebdssbdestsearch

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Programme: System Leadership Lab

Audience	Description	Date(s)	Venue	Capacity	Registration Link
<p>Mid and South Essex STP Delivery Group Members; Senior Transformation Managers, Senior Clinicians, Service Delivery Managers...</p> <p>Whilst there is no programme cost for participants, each place represents a significant investment. Therefore, to ensure maximum benefit from the programme, participants must commit to attending at all 3 sessions and participate in an evaluation process.</p>	<p>The System Leadership Lab programme created by Impact4Health comprises a full day interactive workshop tailored to the local context followed by two half day sessions to embed learning</p> <ul style="list-style-type: none"> • 1-day Systems Leadership Laboratory, tailored to the context and the locally- defined outcomes and deliverables. The morning will involve the immersive system simulation and the afternoon will focus on application of learning to the real system context of the STP Delivery Group and identify the priority areas for work in the follow-up sessions. • 2 x follow-up half days – based on priorities identified with the group, the focus will be on applying learning to priority areas of work. The aims of the work will be maintaining momentum following the Lab simulation; embedding system leadership behaviours and awareness; influencing the culture and leadership of the STP delivery groups; sustaining and supporting commitments made at the Lab day. <p>The Learning outcomes</p> <ul style="list-style-type: none"> • To drive better outcomes by developing the capability of public services organisations to collaborate, innovate and lead • To provide bespoke development support to STP delivery groups and STP Boards • To broaden understanding of systems development approaches • To build trust beyond organisational boundaries with a focus upon providers and commissioners • To support delivery groups to feel more comfortable with ambiguity, chaos and uncertainty • To support delivery groups and boards to balance day-to-day organisational pressure with the need to forge future-focused strategic alliances • To support delivery groups to lead collaboratively with patient and communities, balancing a 'pace-setting' agenda with engagement and empowerment 	<p>1 March 2019 9:30 – 16:30</p> <p>29 March 2019 9:30 – 13:00</p> <p>23 April 2019 12:30 – 16:00</p>	<p>Room MAB 201 - ARU</p> <p>Room MAB 203 – ARU</p> <p>Room MAB 203 – ARU</p> <p>Anglia Ruskin University Lord Ashcroft Building Second Floor Bishop Hall Lane Chelmsford CM1 1SQ</p>	<p>35</p>	<p>https://www.eventbrite.co.uk/e/system-leadership-lab-leadership-lab-session-mid-and-south-essex-stp-tickets-54702169662?aff=ebdssbdestsearch</p>

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Programme Title: Patient and Citizen Leadership 'Leading Change'

Audience	Description	Date(s)	Venue	Capacity	Registration Link
<p>Applications welcome from all patient and citizen representatives working to transform health and care within the East of England.</p> <p>To ensure maximum benefit from the programme, participants must commit to attending all 4 sessions and participate in an evaluation process.</p>	<p>Delivered by The Kings Fund in partnership with the East of England Citizen Senate the Patient Leadership Programme is a bespoke leadership training programme designed specifically to support patient and citizen representatives to hone their leadership skills. It is run over three consecutive days with an additional action learning day a couple of months later to discuss progress. Fully funded by Health Education East of England, Eastern AHSN and East of England Leadership Academy this programme is free and travel expenses for attendees can be reclaimed. This Jump-start specification will be for two additional cohorts in April 2019 and June 2019.</p> <p>Learning Outcomes</p> <p>The programme seeks to support patient and citizen leaders to:</p> <ul style="list-style-type: none"> • update existing and develop new skills to engage with health professionals at the top two levels of the Participation Ladder. • ensure members can influence decisions on service change, initially in STPs and CCGs, but wider in the long term. <p>Delegates will be supported to understand:</p> <ul style="list-style-type: none"> • Context - input on their local healthcare system and their expected role • The opportunity for them to clarify and define what it means to be in their role • Benchmark their strengths and development areas • An introduction to the core skills and practices of a leader of change • The chance to practice these skills in the afternoon of each day and to model and pay attention to what it means to be a 'reflective practitioner' and leader of change • To identify barriers to being successful in their role both individually and as a collective and a strategy and plan of action to manage these barriers going forward. 	<p>First Cohort</p> <p>Day 1: 13 March 2019 10:00 – 16:30</p> <p>Day 2: 14 March 2019 10:00 – 16:30</p> <p>Day 3: 15 March 2019 10:30 – 16:00</p> <p>Day 4: 1 May 2019 10:00 – 16:00</p>	<p>Day 1: Copley Hill Farm Business Park, Cambridge CB22 3GN</p> <p>Day 2: Copley Hill Farm Business Park, Cambridge CB22 3GN</p> <p>Day 3: Arthur Rank Hospice, Cambridge CB22 3FB</p> <p>Day 4: Arthur Rank Hospice, Cambridge CB22 3FB</p>	20	<p>To register please email Trevor Fernandes citizens.senate@eahsn.org</p>
		<p>Second Cohort</p> <p>Day 1: 09 April 2019 10:00 – 16:30</p> <p>Day 2: 10 April 2019 10:00 – 16:30</p> <p>Day 3: 11 April 2019 10:30 – 16:00</p> <p>Day 4: 12 June 2019 10:00 – 16:00</p>	<p>Day 1- 4: Copley Hill Farm Business Park, Cambridge CB22 3GN</p>	20	<p>To register please email Trevor Fernandes citizens.senate@eahsn.org</p>
		<p>Third Cohort</p> <p>Day 1: 18 June 2019 10:00 – 16:30</p> <p>Day 2: 19 June 2019 10:00 – 16:30</p> <p>Day 3: 20 June 2019 10:30 – 16:00</p> <p>Day 4: 14 June 2019 10:00 – 16:00</p>	<p>Day 1- 4: Thetford Location tbc</p>	20	<p>To register please email Trevor Fernandes citizens.senate@eahsn.org</p>

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Programme: Future Tech Roadshow

Audience	Description	Date(s)	Venue	Capacity	Registration Link
Aimed at anyone with an interest in understanding the innovation and future tech landscape working within health and care organisations which operate in Mid and South Essex	<p>An interactive roadshow event hosted by Eastern AHSN to bring together the STP workforce with academics, industry experts and regional business leaders to explore how disruptive tech innovations might transform the way we deliver health and care.</p> <p>The session aims to:</p> <ul style="list-style-type: none"> • Spread a broad-base of tech knowledge to fuel innovation • Support STPs to understand and leverage technology • Exposing STP delivery groups to the rapidly changing technological landscape and establishing a virtual network to continue to learn • To build upon the regions tech assets and facilitate cross sector learning • To support the translation of learning and insights from the world's best organisations 	30 April 2019 10:00 – 13:30	Holiday Inn Basildon Festival Leisure Park, Waterfront Walk, Basildon SS14 3DG	100	https://www.eventbrite.co.uk/e/future-tech-roadshow-mid-and-south-essex-stp-tickets-54924872773?aff=ebdssbdestsearch

Programme: Tech Buddies Scheme

Audience	Description	Date(s)	Venue	Capacity	Registration Link
<p>Aimed at Information, communication and technology professionals working within health and care organisations in:</p> <ul style="list-style-type: none"> • Suffolk and North East Essex • Mid and South Essex • Cambridge and Peterborough • Norfolk and Waveney 	<p>An innovative buddying scheme hosted by Eastern AHSN and Cambridge Network to support regional health and care professionals to learn from and share knowledge with professionals from the regional tech and innovation community.</p> <ul style="list-style-type: none"> • The scheme aims to: • Spread a broad-base of tech knowledge to fuel innovation • Support STPs to understand and leverage technology • Exposing STP delivery groups to the rapidly changing technological landscape and establishing a virtual network to continue to learn • To build upon the regions tech assets and facilitate cross sector learning • To support the translation of learning 	<p>Due to launch in May 2019. For more information or to express an interest please contact</p> <p>Helen.oliver@eahsn.org</p>	Not applicable	25	Not available

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Programme: Future Leaders Networking Events – Mid and South Essex

Audience	Description	Date(s)	Venue	Capacity	Registration Link
Existing and aspiring leaders from across the Mid and South Essex STP area.	A networking event hosted by Eastern AHSN and aimed at addressing the under representation of certain groups within leadership roles and broadening the diversity of our leaders through creating more accessible and diverse talent management mechanisms. The sessions will bring together existing and aspiring leaders with inspirational speakers followed by networking session.	10 May 2019 12:30 – 16:00	Holiday Inn Basildon (Lakeside Room) Festival Leisure Park, Waterfront Walk, Basildon SS14 3DG	100	https://www.eventbrite.co.uk/e/future-leaders-networking-events-mid-and-south-essex-stp-tickets-54926008169?aff=ebdssbdestsearch

Programme: Leadership & Transformation Alumni

Audience	Description	Date(s)	Venue	Capacity	Registration Link
Any health or care leader working in Mid and South Essex who has previously attended a local or EOE Leadership Academy leadership programme	<p>Eastern AHSN hosted meeting of graduates from across leadership and Transformation programmes (e.g. Primary Care Leadership Collaborative, Bringing People Organisations Together) to act as a talent pool and consultation mechanism for STP development and champions for the work that is being delivered.</p> <p>The sessions aim to:</p> <ul style="list-style-type: none"> • Broaden system- wide individual leadership styles and behaviours. • To support workforce retention and skills escalation through establishing networks of aspiring leaders. • To diffuse the translation of learning into practice emerging from transformation programmes e.g. Vanguard, NHS England Innovation test beds and NHS England Healthy New Towns. 	<p>10 June 2019 10:00 – 12:00</p> <p>9 September 2019 10:00 – 12:00</p>	Mid and South Essex venue tbc	30	https://www.eventbrite.co.uk/e/leadership-and-transformation-alumni-mid-and-south-essex-stp-tickets-54964068007?aff=ebdssbdestsearch

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Programme: Mid and South Essex Next Generation GP – (Single alumni event)

Audience	Description	Date(s)	Venue	Capacity	Booking details
<p>Mid and South Essex based GP trainees (preferably within the first 5-7 years post CCT), and early career GPs with an interest in health policy and the wider NHS.</p> <p>New applicants will be invited to submit a brief expression of interest outlining their motivation. Please find the person specification here: http://bit.ly/nextgenspec</p>	<p>A 'Next Generation GP' alumni event for the existing 'Chelmsford Next Generation GP' cohort is being planned for 2019 to bring people back together and to engage new participants from the wider Mid and South Essex locality.</p> <p>The Next Generation GP networking programme was developed by three GP trainees, all of whom were National Medical Director's Clinical Fellows. To date the full programme has been run in eleven cities and supported 750 new GPs.</p> <p>Funded by Health Education East of England, Eastern AHSN and the East of England Leadership Academy it seeks to support emerging leaders and future 'change-makers' in general practice.</p> <p>There are two parts to the evening sessions; a themed workshop, addressing a specific leadership challenge, followed by an interview with an inspiring national leader, with a chance for the audience to ask their own questions. Followed by time to network.</p> <p>The event will be worth 2 CPD points.</p> <p>The sessions aim to:</p> <ul style="list-style-type: none"> • ENERGISE: through access to the stories, perspectives and expertise of inspiring leaders at the forefront of primary care; • ENGAGE: through a supportive network of like-minded local trainees and early-career GPs; • EMPOWER: through a series of workshops that will begin to increase your ability to shape care within and beyond your organisation. 	<p>Watch this space: The date for the evening session is currently being planned for more information email nextgencandp@gmail.com</p>	<p>Mid and South Essex venue tbc</p>	<p>Up to 50</p>	