



Leadership Academy

Kent, Surrey and Sussex
Thames Valley and Wessex

Supporting Primary Care in the South East





Through our national and local teams, the Leadership Academy offers a range of programmes and interventions tailored to the needs of those who work in primary care.

Individual leadership development

We facilitate a range of local courses, seminars, masterclasses and diagnostic resources to support individuals in primary care.

Masterclass topics may include:

- System leadership skills
- Effective team working
- Influencing and negotiating
- Coaching conversations/ skills

Coaching and mentoring

We connect primary care leaders with an experienced coach or mentor. We also offer **Coaching Skills** and **Coach to Lead** workshops to promote a coaching culture within the primary care landscape.

Diagnostic tools are available to support self-awareness/behaviours:

- The NHS Leadership Academy's **Healthcare Leadership Model (HLM)** – self-assessment or a 360-feedback tool. Both tools can help individuals identify where their leadership strengths and development needs lie.
www.leadershipacademy.nhs.uk/resources/healthcare-leadership-model
- **Myers Briggs type Indicator (MBTI)** please contact Facilitators.TVWLA@leadershipacademy.nhs.uk for Thames Valley and Wessex and kss@leadershipacademy.nhs.uk for Kent, Surrey and Sussex

Award-winning national programmes

From online learning to support for senior system leaders, there is a wide range of development opportunities for primary care staff available, including:

- **Edward Jenner**: online introduction to leadership
- **Mary Seacole**: popular team leadership programme
- **Rosalind Franklin**: particularly suitable for mid-career practitioners and managers
- **Elizabeth Garret Anderson**: Master's degree in healthcare leadership and management
- **Nye Bevan**: system leadership development for senior leaders

Visit www.leadershipacademy.nhs.uk for more details.



Team or Board development

We work in partnership with local stakeholders to ensure that practices and other primary care organisations have access to interventions that support their own team development.

Talent management

The Academy is working to ensure that primary care is present in talent management structures and workstreams as these are established across the NHS over the next few years.

Graduate management scheme

As part of an expanded Graduate Management Training Scheme, the Academy is ensuring that opportunities for trainees / placements are more readily available in primary care.

Fellowships

The academy supports fellowship programmes and links to key initiatives such as the **Next Generation GP scheme**.

Patient and citizen leadership

Local Academy teams provide a range of programmes that support clinicians and managers to work in collaboration with patients and citizens, as well as programmes that specifically support patient leaders.

Consultancy and bespoke solutions

Local and national Academy teams are responsive to requests from primary care, providing expertise and guidance in relation to the design and development of bespoke leadership and organisational development solutions.

Leaders in Primary Care Programme

Locally facilitated well-regarded 5-day programme, which is appropriate for GPs, practice managers and practice nurses.

Organisational Development (OD) Essentials Programme

Developing capacity of OD skills, this programme helps individuals in the localities develop skills needed to support system transformation.

Primary Care Network (PCN) Development Programme

A 5-day leadership programme (5 x 1 day per month) aimed at multi-professional staff groups in primary care. The programme has been developed as a practical and place-based approach to supporting the locality development needs of General Practice at scale across the current Primary Care Network clusters.

Knowledge Hub, facilitated by the Boliden Library we have a repository of the most up-to-date research and articles on leadership and organisational development, please see: www.twleadershipacademy.nhs.uk/resources



Suggested approach

For individual clinical leaders / directors within PCN's

Phase 1:

One-to-one meetings or calls with the newly appointed clinical leads/ directors to establish their strengths and development needs. This could be supported by a 360-feedback tool and coaching.

Phase 2:

Evaluation and collation of the data of all the conversations within a CCG area. An offer would then be developed / signposted to. This may include some off-the-shelf development opportunities or local bespoke offers.

Phase 3:

Individuals attend the interventions and there is a review and evaluation process.

For the wider PCN

Phase 1:

- Scoping, development, and implementation of a PCN Organisational Development (OD) plan.
- A local stocktake should be undertaken to identify who is already in the network with the OD skills that the teams could utilise.
- Based on the stocktake, identify or build OD capacity and capability within the PCN.

Phase 2:

Implementation of the PCN OD plan.

Phase 3:

A review and evaluation process.

Contact us for more information:

Maggie.woods@leadershipacademy.nhs.uk (Thames Valley & Wessex)

Laurainne.copnall@leadershipacademy.nhs.uk (Kent, Surrey & Sussex)