



Healthier Together Sponsoring Board – System Leadership Development Programme

Agenda Item:	05
Date of meeting:	21 January 2019
Author:	Heather Toyne
Sponsor / Director:	Hayley Richards/Matt Joint
Purpose:	For information

Previously discussed/ endorsed at: LWAB/Education and Training for Talent sub Group/Healthier Together Lead Executives

Purpose
To inform Sponsoring Board of the proposed NHSLA system leadership development and seek support as described below.

Issue / summary
NHSLA have made £100k available, to build on the CE systems leadership initiative. A proposal has been submitted to, and agreed by the NHSLA, which is described in these slides, to use this funding to deliver a systems leadership programme to Clinical Cabinet, SROs, DOG/DOFs and HRDs.

Recommendations

The Sponsoring Board are asked to:

- Note the proposal, which has been submitted to NHS Leadership Academy
- Encourage the attendance of the target groups in their organisations, (ie: Clinical Cabinet, SROs, SDOG/DoFs/HRDs)
- Nominate representatives to be part of selection panel & design group (currently only Weston, NSCIC, One Care and North Somerset Council have nominated reps)

Healthier Together



Improving health and care in Bristol,
North Somerset and South Gloucestershire

BNSSG System Leadership Development (SWLA)





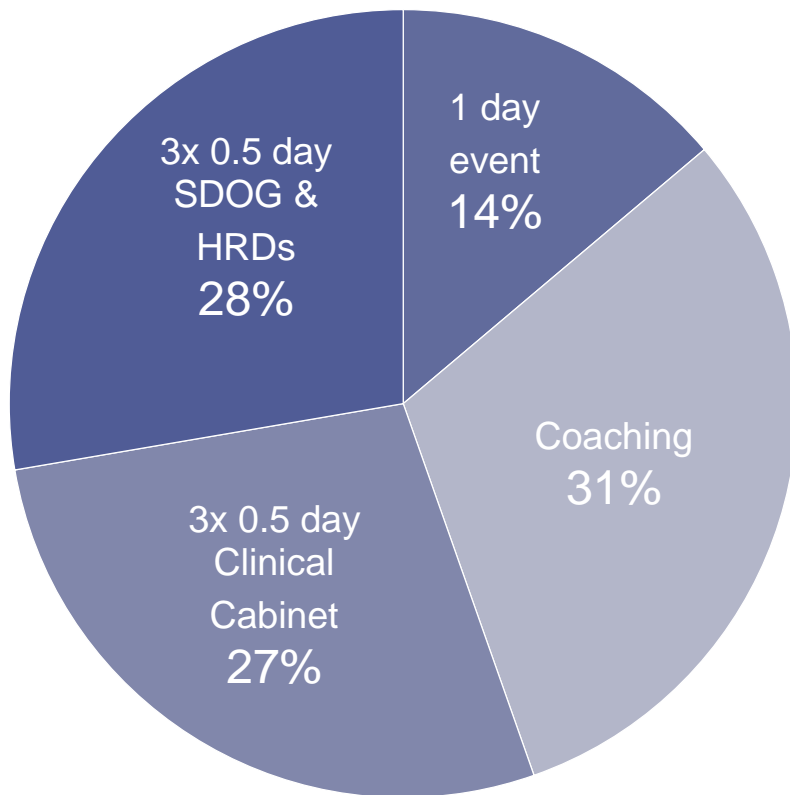
System Leadership Development at a glance...



Learning objectives will include:

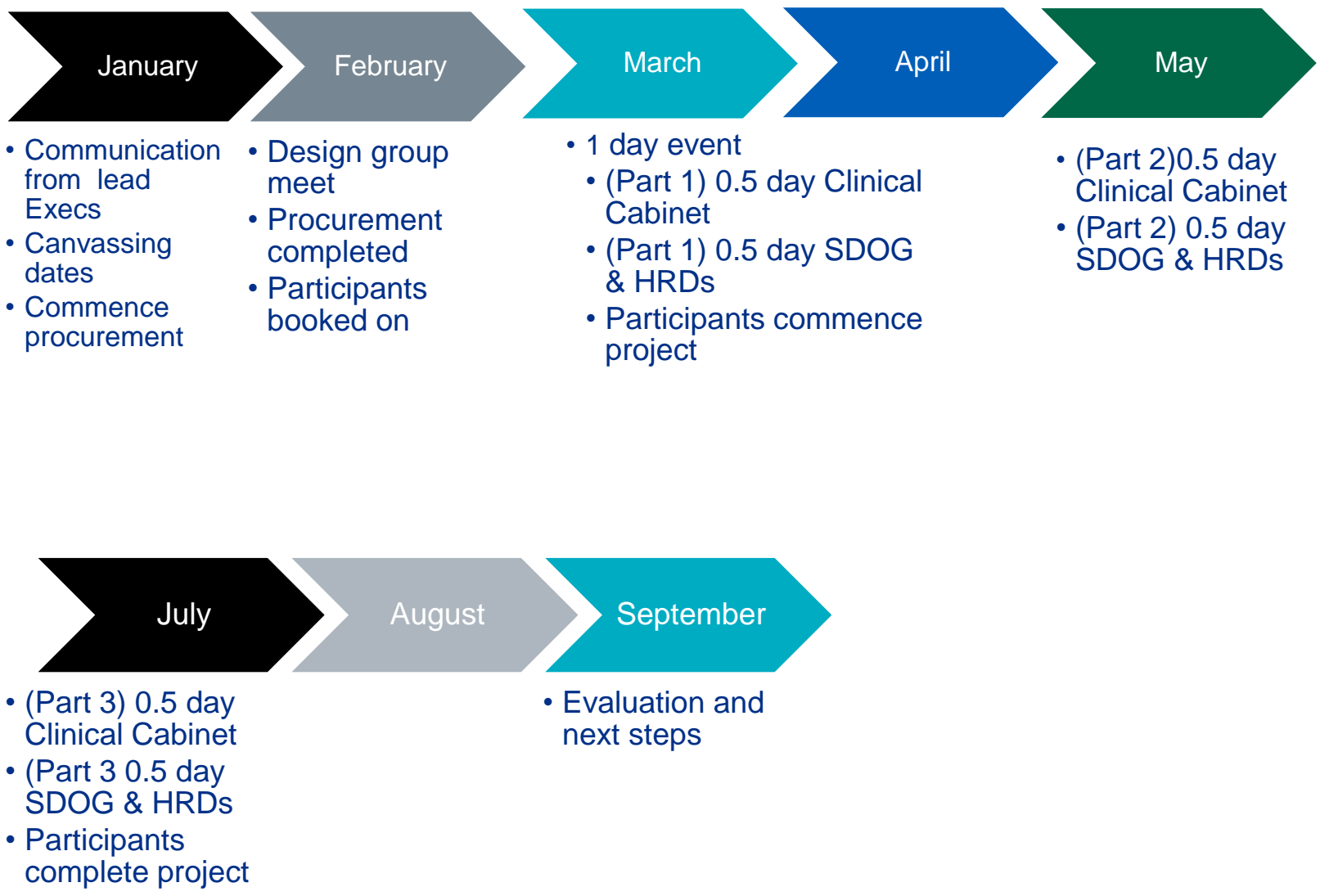
- Understanding systems and how they operate.
- Leading system change and transformation in BNSSG.
- Working together to develop new ways of working
- Influencing without authority.
- Governance for systems in the absence of statutory frameworks.
- Building and brokering strong relationships beyond organisational boundaries.
- Negotiation to agree and progress system goals.
- Supporting cultural change, moving from competition to co-operation and from “organisation first” to “system first”.
- Development of coaching skills to support transformational change.

% of spend £100k SWLA



- 1 day event for senior leaders at level 1, 2 including SDOG, Clinical Cabinet, HRDs
- Coaching to embed learning
- 3 x half day events for Clinical Cabinet
- 3 x half day events for SDOG & HRDs

Timeline



Sponsoring Board are asked to:

- Ratify the bid which was submitted to NHS Leadership Academy on this basis
- Encourage and support the attendance of the target groups in their organisations, (ie: members of Clinical Cabinet, SROs, SDOG/DoFs/HRDs)
- Nominate representatives to be part of the design group /procurement panel (currently only Weston, NSCIC, One Care and North Somerset Council have nominated reps)