

Kent, Surrey and Sussex Reference Group



Leadership Academy

Kent, Surrey and Sussex
Thames Valley and Wessex

Our impact

February 2020

www.kssleadership.nhs.uk
www.tvwleadershipacademy.nhs.uk

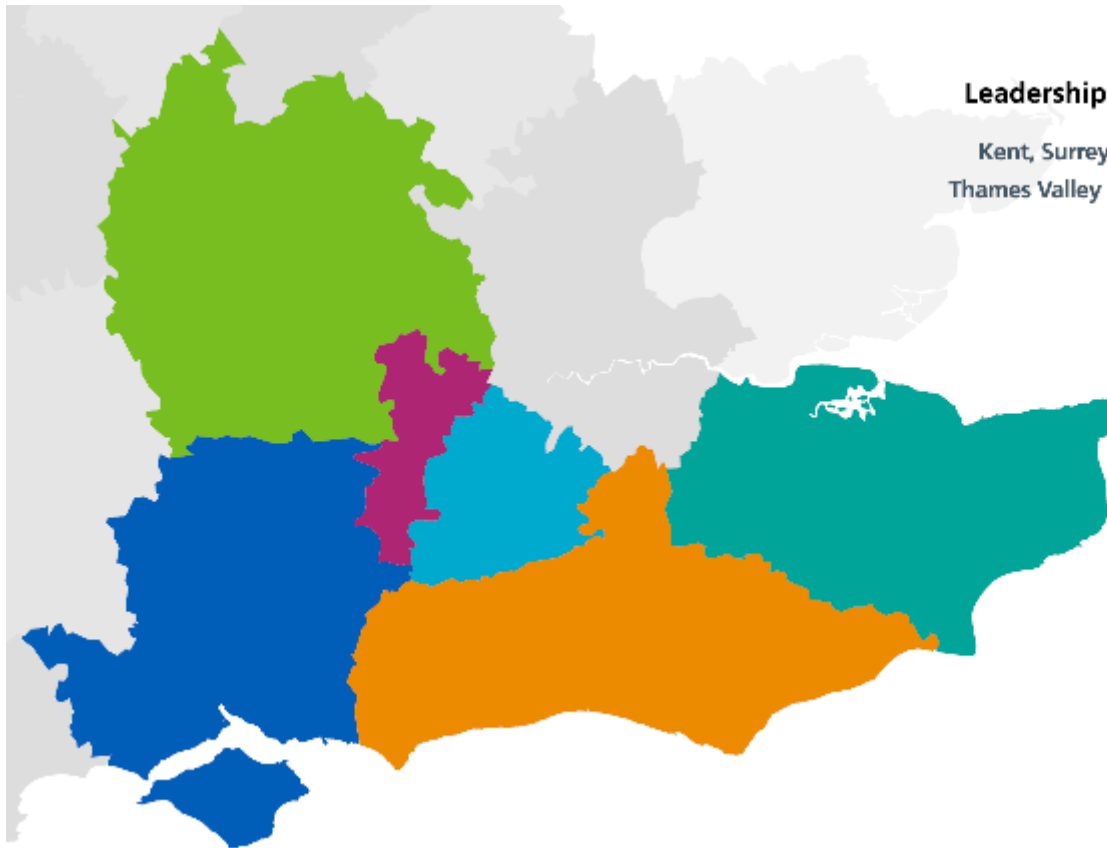


Working across Kent, Surrey and Sussex since 2013 and across the South East since 2019



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Supporting NHS organisations and staff across the region, including:



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Sussex STP

Brighton and Hove CCG
Brighton and Sussex University Hospitals
NHS Trust
Central Sussex and East Surrey
Commissioning Alliance
Coastal West Sussex CCG
Crawley CCG
East Sussex Healthcare NHS Trust
Eastbourne, Hailsham and Seaford CCG
Hastings & Rother CCG
High Weald Lewes Havens CCG
Horsham and Mid Sussex CCG
Queen Victoria Hospital NHS Foundation
Trust
South East Coast Ambulance Service
NHS Foundation Trust
Surrey and Borders Partnership NHS
Foundation Trust
Sussex Community NHS Foundation
Trust
Sussex Partnership NHS Foundation
Trust
Western Sussex Hospitals NHS
Foundation Trust

Kent and Medway STP

Ashford CCG
Canterbury and Coastal CCG
Dartford and Gravesham NHS Trust
Dartford, Gravesham and Swanley CCG
East Kent Hospitals University NHS
Foundation Trust
Kent and Medway NHS and Social Care
Partnership Trust
Kent Community Health NHS
Foundation Trust
Maidstone and Tunbridge Wells NHS
Trust
Medway CCG
Medway Community Healthcare
Medway NHS Foundation Trust
South East Coast Ambulance Service
NHS Foundation Trust
South Kent Coast CCG
Swale CCG
Thanet CCG
West Kent CCG

Surrey Heartlands Health and Care Partnership

Ashford and St Peter's Hospitals
NHS Foundation Trust
East Surrey CCG
First Community Health and Care
Guildford and Waverley CCG
North West Surrey CCG
Royal Surrey County Hospital
NHS Foundation Trust
South East Coast Ambulance
Service NHS Foundation Trust
Surrey and Borders Partnership
NHS Foundation Trust
Central Surrey Health
Surrey Downs CCG
Surrey and Sussex Healthcare
NHS Trust



Supporting and coordinating NHS Networks including:



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Supporting:

- Primary Care Networks
- South East HRD and Deputy HRD Networks
- STP OD Networks
- Next Gen GP Networks

Coordinating:

- Inclusion Network
- Collaborative Network
- Coaching and Mentoring Networks
- Talent Network

A very positive and facilitative relationship has been developed with KSS team members who work well across the ICS, sharing expertise and knowledge to compliment and enhance our strategic agenda.

Monica Green, Director of HR East Sussex Healthcare NHS Trust



Our impact in numbers



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Between 2013 and now:

- KSS successfully delivered [310](#) interventions, including workshops, programmes, masterclasses, conferences and other events
- with [5757](#) NHS staff taking part
- [3104](#) Twitter followers with over 80K impressions annually
- [313](#) KSS accredited coaches and mentors provide support to over [1045](#) NHS staff who registered on KSS Coaching and Mentoring Register and access our service
- [66](#) KSS HLM facilitators provided 360° feedback for [900](#) NHS staff and [2697](#) individuals completed HLM self-assessment



Our impact in numbers



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Leadership Summit 2018 Leadership in Turbulent Times:

- Guest speakers included Peter Homa, Chair of NHS Leadership Academy, Mary Cridge, Head of Hospital Inspections Care Quality Commission and George Findlay, Medical Director at Western Sussex Hospital NHS Foundation Trust
- [144](#) people attended



Following on from the event, I have made an active effort to think differently about how to speak up and be heard and to encourage others to do this.

Participant, Leadership Summit



Our impact in numbers



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Heart of Change conference 2019:

- With a very inspirational keynote from Michael West and over 80 people attending



You made this such a vibrant day by inspiring us to adopt an 'up for it' approach when working together on the issues we're facing today. A great day, focused on the conversations we needed to have.

Participant



Our impact in numbers



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- Primary Care Network Development Programme pilot completed by 28 NHS staff (2019)
- Patient/Citizen Leader engagement and participation programmes were attended by over 100 people
- Leading for Quality Programmes attended by 236 participants (including new managers cohorts)



Thank you for making this investment in this group it is only through group training like this that truly effective lay partners will be developed to drive change in the NHS.

Participant, Effective Patient Leader



Our impact in numbers

- Self-discovery workshops attended by [349](#) people
- Self-discovery specifically for BAME positive action attended by [37](#) people
- Team cultures Masterclass with Margaret Heffernan attended by [47](#) people
- Play to your Strengths masterclass attended by [128](#) women only

I left the course with a new confidence and motivation. I feel very positive about my abilities how to develop them and progress.
Participant, Self-discovery Workshop



Our impact:

Coaching and Mentoring highlights


- To develop our KSS **Internal Coaches and Mentors** we designed and delivered:
 - ✓ Face-to-face CPD sessions with 65 (on average) Coaches and Mentors attending each year
 - ✓ Face-to-face Supervision sessions with 36 (on average) Coaches and Mentors attending each year
 - ✓ Newly launched CPD webinars for 27 Coaches and Mentors
 - Increased the number of coaches in Primary Care by delivering a cohort of **ILM 5 Certificate** in Coaching and Mentoring
 - Professionalised Mentoring by delivering a cohort of **EMCC Bespoke Mentoring Programme** at Practitioner level
 - Commissioned a cohort of **Coach Supervisor training** to support the supervision of our internal coaches and mentors
 - Delivering an **Executive Director/Senior Leader ILM 7 cohort** in Coaching and Mentoring
 - Delivering an **ILM 5** in Coaching and Mentoring **BAME** cohort
- 

Our impact:

Inclusion highlights

- Created a comprehensive **Inclusion Strategy** in 2018 in collaboration with leading equality charity 'brap' following major stakeholder engagement across KSS
- Established the KSS **Inclusion Network** with more than 30 people attending quarterly meetings
- Co-designed and delivered the first **Compassionate Inclusive Leadership Programme** to support EDI leads
- Planned and delivered targeted interventions including BAME **Self-discovery Workshops**, **Play to Your Strengths** Masterclasses for women only, **Innovation in Inclusion** workshop for EDI leads
- Just launched an **ILM Level 5 Certificate in Coaching** Programme for BAME to increase the BAME representation of our faculty

*All aspects were really useful. particularly the networking table.
There are so many resources. 'Pots of gold dust' sitting in this
room. Really valuable experience*
KSS Inclusion Network member



Our impact: Organisation Development highlights



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- **Supported OD Practitioners** across the region to ensure they have the skills they need to work effectively at systems level, including **OD Consulting** and **Systems Consulting Skills** Programmes which were then followed by **Transformation Challenge Clinics** to help participants further embed their skills and share best practice
- Supported our stakeholders in adapting the **Leadership and Culture Tool** via our associates, for example in East Sussex, Maidstone and Tunbridge Wells and Medway
- Worked with Kent and Medway to develop their **OD Toolkit**, to support health and social care professionals to collaborate and work effectively across organisational boundaries



Our impact:

Primary Care highlights

- Actively involved in supporting **Primary Care Networks (PCNs)** in KSS region
 - Introduced Primary Care to the benefits of coaching and mentoring through developing **Primary Care** coaches via an **ILM5 coaching** opportunity and offering Primary Care only interventions, e.g. Coaching Conversations and Coach to Lead
 - Designed, piloted and then outsourced **tailored interventions**, including:
 - ✓ PCN Development Programme
 - ✓ Practice Nurse Leadership Programme
 - ✓ Foundations of OD for Primary Care
 - KSS team continue to build connections and work together with STPs, ICSs, Training Hubs and other stakeholders to **support leadership development across the sector**
- 

Our impact: Systems Leadership highlights



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- Provided funding to support STPs in the development of **system leadership focussed programmes**, such as Surrey 500 – development programme for 500 of Surrey Heartlands system leaders at all levels from each of the organisations within the Partnership
- Obtained Mary Seacole licence for **delivery of local programmes** across the systems in KSS and the South East region
- Currently delivering **Systems Leadership masterclasses** across KSS to support the development of existing and future system leaders, including Public Narrative, Framing and Reframing, etc.
- [50](#) Trainees have been appointed to participate in the **GMTS** to date




Our impact:

Talent Management (TM) highlights

- Stimulated TM work across KSS, including **Organisational** and **System Level talent management**
- Undertook a **system and organisational TM stocktake** across the 6 systems and 74 organisations to provide a baseline for the SE RTB.
- Delivered **Talent Practitioner Programme** aimed at Talent Practitioners who are working to define and implement TM approach in their organisations, completed by 27 people
- KSS TM Community of Practice were instrumental in codesigning and piloting the **TM Diagnostic Tool**
- Commissioned, codesigned and delivered **Talent Board and Succession Planning Masterclass** for senior system or organisational leaders with responsibility for running and facilitating Executive Level Talent Review Boards

83% of respondents confirmed that this masterclass provided them with the knowledge, skills and expertise to facilitate Talent Boards and Succession Planning in their organisation.



Thank you... to our team members – old and new...



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Alison Jennings
Alison Ramsay
Amanda Grindall
Annemi Muller
Beni Khan
Christina Quinn
Fernanda Dias
Fiona Skinner
Gina Zelent
Helen Edmunds
Jane Hubble
Jayne Beresford

Kerry Moody
Laurainne Copnall
Lucy Davenport
Madhu Meshram
Maggie Woods
Nathaniel Johnston
Pete Loughborough
Pollyanna Martin
Rebecca Shaw
Renata Pidduck
Samia Fazil
Sarah Swan



Thank you...



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**To Kent, Surrey and Sussex
Reference Group**



Thank you...



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Sam Allen
Chair of KSS Reference Group



Thank you...



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Christina Quinn

Director of Kent, Surrey and Sussex
Leadership Academy



Thank you...



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Maggie Woods

Deputy Director of Kent, Surrey and
Sussex Leadership Academy



Looking into the future



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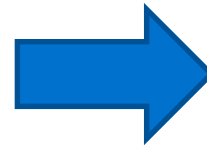
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The Latest



NHS England and NHS Improvement

Phase 3 consultation



Interim NHS People Plan



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