

NHSEM Visible Leaders 678 Support Network

Wednesday 1st December 2010 10.00am – 2.00pm National College for School Leadership,
Triumph Road, Nottingham NG8 1DH.

Present

Antony Bernard
Ben McCalla
Beverley Bolton
Byron Currie
Chaman Verma
Clem Nicholls
Dr Mike Cooke
Eric Adjaidoo
Faith Oduegwu
Gaurav Sharma
Harinder Dhaliwal
Jennifer Burton
Judith Glashen
Maqsood Ahmad

Mariyam Sidik
Mindy Bassi
Morvia Gooden
Mossa Patel
Mukesh Barot
Patricia Freeman
Rachel Munton
Raj Gill
Shahid Ashrif
Shahjan Muhammad
Tina Bhundia
Vikesh Tailor
Yesmean Khalil,

Apologies

Indu Hari
Kevin Orford

Chair: Maqsood Ahmed (MA), Director of Inclusion

Guest speakers; Mike Cooke, Chief Executive of Nottinghamshire Healthcare NHS Trust and Professor Rachel Munton, Deputy Director of NHS East Midlands Leadership Academy and Interim Director of Nursing

Item	Discussion	Action and Deadline
1.0	Welcome, introductions and apologies	
1.1	The chair, MA, welcomed members of the Visible Leaders network and introduced guest speakers; Mike Cooke, Chief Executive of Nottinghamshire Healthcare NHS Trust and Rachel Munton, Deputy Director of NHS East Midlands Leadership Academy and Interim Director of Nursing.	
1.2	MA, highlighted apologies from Kevin Orford, Chief Executive of NHS East Midlands due to adverse weather conditions.	
2.0	Presentation on Leadership and the White Paper by Dr Mike Cooke (MC), Chief Executive Nottinghamshire Health Care NHS	
2.1	MC explained leadership makes a difference at all levels in all NHS services. Leadership is about; you, effectiveness and style.	
2.2	MC presented on leadership and discussed the White paper changes, the White paper is also about re-evaluating leadership, and MC answered specific questions and advised delegates on how they can be prepared. Specific points from the session included:- <ul style="list-style-type: none"> • Look towards situational leadership and packaging yourself 	

Item	Discussion	Action and Deadline
	<ul style="list-style-type: none"> • Being aligned, able, agile • Focus on what have you delivered in the last 12 or 18 months • Seek opportunities and have those difficult conversations with senior managers • Make yourself known for the work you do, to increase your credibility • Research governance, strategies, creative localities, to increase your awareness and better place yourself for the next role • Develop your skills by achieving 5 or 6 new objectives every 6 months • Adapt your wellbeing and ensure that you look after your self 	
<p>3.0</p> <p>3.1</p> <p>3.2</p> <p>3.3</p> <p>3.4</p>	<p>Enhancing employability in uncertain environments – group discussions and way forward by Professor Rachel Munton, Deputy Director of East Midlands Leadership Academy and Interim Director of Nursing NHS East Midlands</p> <p>Delegates had the opportunity to take part in group discussions, which focused on identifying challenges and providing practical recommendations, to enhance their employability in the current challenging environment.</p> <p>Groups were facilitated by Moosa Patel, Director of Corporate Affairs NHS East Midlands, Morvia Gooden, Interim Chlamydia Screening Coordinator NHS Nottingham City, Chaman Verma Equalities and Diversity Lead, Kettering General Hospital NHS Foundation Trust and Shahid Ashrif, Equality and Diversity Manager NHS Nottingham City. Feedback was collated to form a short and long term action plan cited in Appendix A.</p> <p>Professor Rachel Munton discussed that the Leadership Academy is currently reviewing a Mentoring Programme and that Morvia Gooden collected the names of those individuals that require a mentor. The Leadership Academy will review this in the New Year.</p> <p>Professor Rachel Munton highlighted that the Leadership Academy has been funded with the view of supporting leaders at a band 8C. However it was agreed that the short and long term action plan produced as a result of the meeting would be presented to the board by Professor Rachel Munton and Shahjan Muhammed (Derbyshire Mental health services) member of the Visible Leaders network to look at the possibility of any developments. Feedback and discussion for a way forward will be provided at the next meeting.</p>	<p>RM and AS to present Visible leaders development action plan to the board 7/12/2010</p> <p>RM and MG to provide feedback on mentoring. Jan 2011.</p> <p>RM and volunteer to present action plan to board 7/12/2010</p>
<p>4.0</p>	<p>Dates for next meeting and close 22 March 2011</p>	<p>MA</p>

Appendix A

Short term	Long term
Networking opportunities (e.g. continued development of the Visible Leaders network and other events)	
Development tools to plan ahead and look at the competences required for enhancing employability (e.g. 360 degree feedback evaluation to determine training needs)	
Mentoring options for members of the network (Senior level mentors to be secured by January 2011 through direction from the Leadership academy)	Placements and shadowing opportunities (e.g. observing board meetings for an insight on senior level perspectives),
Master classes for; interviews and CV preparation, political astuteness, emotional intelligence, having a positive impact and external perspective	Accredited development programme for people not in the top leaders programme
Use the Visible Leaders network to share expertise and conduct action learning sets	
Buy in from the top: NHS East Midlands Leadership Academy will keep the group informed of East Midlands secondment and coaching opportunities and will make HR leads aware of this groups needs	
Visible Leaders Network to be outcome driven with a monitoring of progress	For those potential/emerging/inspiring leaders currently engaged in the network to be monitored regarding career progression resulting from engagement with the network