

# OVERVIEW: NHS NORTH WEST LEADERSHIP ACADEMY: DEVELOPING LEADERS TO TRANSFORM THE FUTURE OF HEALTH

The NHS North West Leadership Academy is a member's organisation created to help develop senior leaders in the North West to be the best they can be, ensuring that they create the environment and the culture to enable the delivery of caring, compassionate, safe, effective high quality services for patients, service users and local populations.

The NHS North West Leadership Academy's focus is to provide current, effective, leadership programmes, products and support to help NHS North West leaders face and overcome the challenges that come their way.

The North West Leadership Academy:

- Understands the evolving leadership landscape
- Defines the leadership required to deliver effective healthcare in the 21st Century
- Uses experience to develop new world leaders
- Works in partnership with other sectors to develop leaders to transform healthcare
- Provides bespoke, value for money, shared services for NHS funded member organisations

## Key Outcomes

- The NHS North West Leadership Academy has in the past five years provided over 100,000 hours of development support to both clinical and non-clinical leaders, which amounts to over 6,000 people.
- To date, over 60% of those tracked have already moved into more senior positions
- Once again this year the NHS North West Leadership Academy has achieved almost 100% sign up from NHS organisations in the North West.

## Background

Established in 2007, the NHS North West Leadership Academy quickly moved to having a membership model in 2008, creating greater ownership and involvement across the region and developing a strong leadership community.





More recently the NHS North West Leadership Academy went through an authorisation process to become a Local Delivery Partner (LDP) to the NHS Leadership Academy, the launch of which meant that the NHS North West Leadership Academy now has even greater support for its agenda.

The authorisation process was invigorating and commended the organisation's strong membership model, its innovative use of communication and media, and most importantly how its programmes and products always have the NHS Constitution values at their heart.

In order to serve its members with the best possible development opportunities in leadership the NHS North West Leadership Academy has continued to build and develop on these areas with the additional support of the NHS Leadership Academy, and by working closely with other regional development bodies such as Health Education North West, two Academic Health Science Networks and the Advancing Quality Alliance to ensure the Academy's offers are aligned closely with their priorities, making for a cohesive and inclusive approach that makes the best use of resources for local populations, patients and service users in the North West.

## Context

Going forward, the NHS North West Leadership Academy aims to continue to provide bespoke, responsive and innovative offers for its members.

As an LDP the NHS North West Leadership Academy aims to support the NHS Leadership Academy in a national capacity by:

- Communicating local needs and intelligence to inform national strategies and priorities
- Identifying, sharing and spreading good practice
- Providing local support for the national delivery of the Talent Management strategy
- Providing local, operational management of the NHS Graduate Management Trainee Scheme
- Developing, testing and piloting developments for wider learning
- Delivering the NHS Leadership Academy's funded programmes

The NHS Leadership Academy's core funded programmes are the first set of national programmes to combine successful leadership strategies from international healthcare, private

sector organisations and academic expert content. There are five programmes currently on offer designed to help develop outstanding leaders at every tier of the healthcare system, they are:

- The Edward Jenner Programme (**Leadership Foundations**)
- Mary Seacole Programme (**Leading Care I**)
- Elizabeth Garrett Anderson Programme (**Leading Care II**)
- Nye Bevan Programme (**Leading Care III**)
- The Top Leaders Programme

For more information on these programmes visit [www.leadershipacademy.nhs.uk/grow/professional-development-programmes/](http://www.leadershipacademy.nhs.uk/grow/professional-development-programmes/)

As well as supporting the above and offering its members a 'wrap around' package ensuring the learning here is transferred regionally and embedded, maximising the impact on the individual, organisation, patient, service users and North West as a whole, the NHS North West Leadership Academy aims to continue building on the success of its regional flagship programmes from last year such as, Transforming the NHS, Talk Francis, in which Robert Francis QC himself spoke, and Centre Stage which was described as "life changing." The NHS North West Leadership Academy will also carry on developing useful tools and resources for its members such as the Talent Management Toolkit and running secure portals which encourage online learning and sharing.

As well as being aligned to the NHS Constitution Values, programmes and offers also address the issues raised in the Final Report Of The Independent Inquiry Into Care Provided By Mid Staffordshire NHS Foundation Trust, an example of which is the NHS North West Leadership Academy's 'Talk Series.'

In addition to Talk Francis mentioned above, the NHS North West Leadership Academy is also running further events which cover areas such as quality, culture and assurance, to ensure that all of its members in their different roles can address the recommendations outlined in the report.

To find out more about the Academy's Talk Series and other Development Opportunities, visit [www.nwacademy.nhs.uk/development-opportunities](http://www.nwacademy.nhs.uk/development-opportunities)



## Key Dates

As well as helping to develop North West leaders, the NHS North West Leadership Academy also champions them. Over the past number of years it has celebrated great leaders and great leadership at its North West Annual Leadership Conference and Recognition Awards; culminating in an award ceremony that gives organisations across the region the opportunity to share and celebrate with colleagues.

At a time of unprecedented change for the NHS, when leaders are working in an environment of complexity and ambiguity with huge pressures, it is massively important to take the time out to celebrate and value individual and collective contribution, highlighting the work that is being done to improve health and well being for local populations in the North West.

This year, in a change to the format, the national NHS Leadership Academy want to ensure that their awards align with regional awards and therefore all winners from the regional recognition awards will be entered to the national Leadership Recognition Awards later in the year; competing with peers across the country concluding with a ceremony in February 2014.

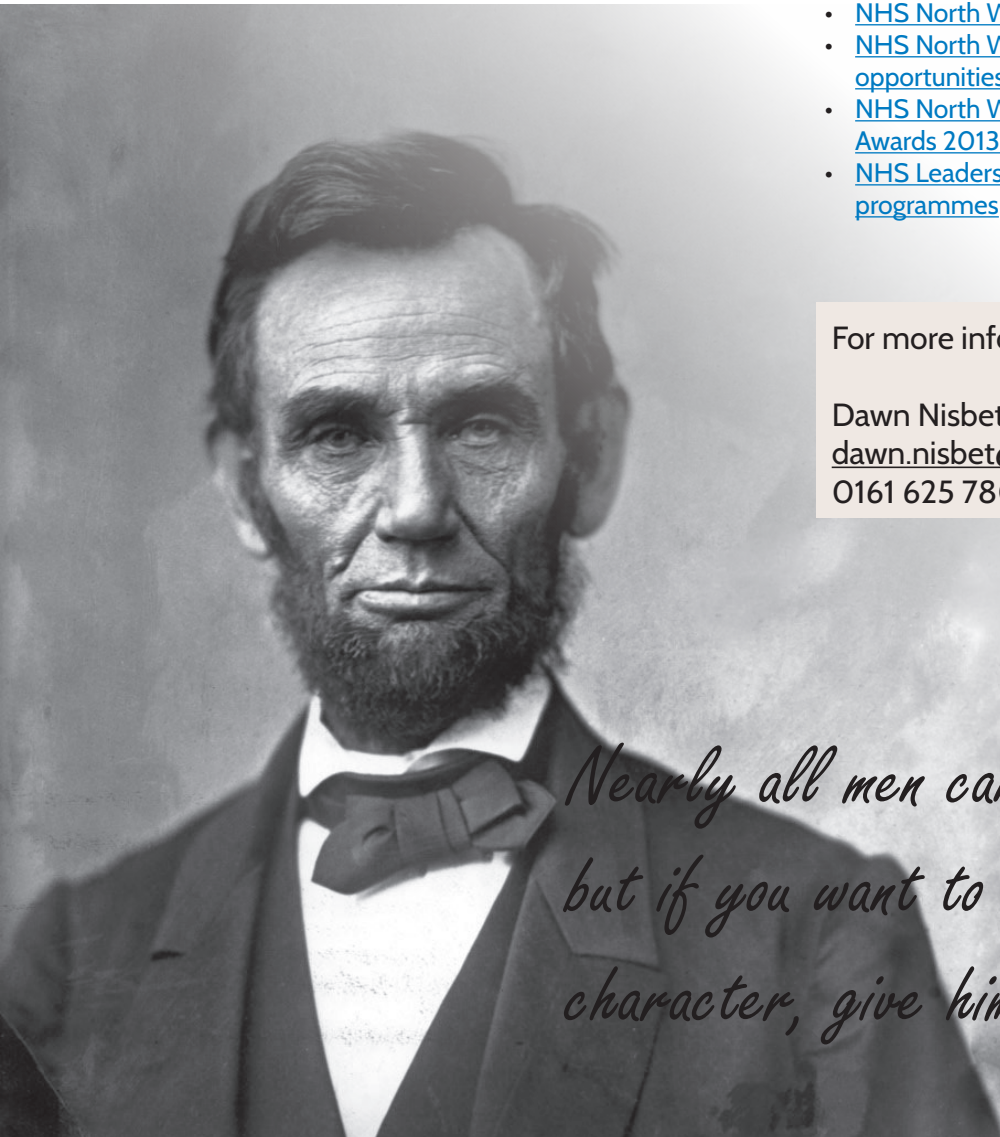
The North West conference and awards will be taking place on the 20th November at The Monastery in Manchester, further details will be released shortly but nominations are currently open. To find out more information about the event, the nomination criteria and how to nominate visit [www.nwacademy.nhs.uk/recognitionawards2013](http://www.nwacademy.nhs.uk/recognitionawards2013)

## Useful Resources

- [NHS North West Leadership Academy website](#)
- [NHS North West Leadership Academy development opportunities](#)
- [NHS North West Leadership Academy Recognition Awards 2013](#)
- [NHS Leadership Academy leadership development programmes](#)

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*Nearly all men can stand adversity,  
but if you want to test a man's  
character, give him power*

- Abraham Lincoln