

# Forward Thinking Leadership:

Developing inclusive leaders and communities

today to deliver an NHS for tomorrow ©



Proud to be part of

Health Education England

[www.hee.nhs.uk/wm/leadership-academy](http://www.hee.nhs.uk/wm/leadership-academy)

**Reasons why I believe 'Forward Thinking Leaders:**

**Developing inclusive compassionate leaders and**

**communities to deliver an NHS for tomorrow' should win;**

**“ The Forward Thinking Leaders Programme has helped me to better understand the challenges often faced in the NHS to formulate plans of real and meaningful actions to address the issues that affect our patients and staff and importantly implement real change - not simply tick a box.**

Being included in all aspect of decisions about us is a given. In healthcare these decisions can be hard and complex. In some cases, there are few options. Different people respond to these complex and often difficult decisions in

different ways. Add in culture, ethnicity, gender, sexuality and faith and they become easier or more difficult. To support our patients and staff to make informed choices we need to be aware of these differences, to support decisions that we might not agree with and empower people who feel powerless.

The Forward Thinking Leaders training has made me a far better advocate, colleague, patient, husband and parent in addressing diversity and empowering choice. ”

**Antony Cobley**

**“ The programme has diverse individuals learning side by side, bringing their whole self into the classroom and slowly begin to see things differently.**

It develops individual's strength to be themselves with confidence. The training hits you at the core, your heart and you want to encourage the quiet person to raise their voice. Yes there is legislation but if we use the tools in the training everything just happens things are seen differently- from another lens.

This training is enlightening a whole new world where everyone counts. ”

**Rano Bains**

**“ A really good insight for me was leadership without Bands – so I believe these programmes, whilst addressing fundamental “protected characteristic” elements goes so much deeper and helps us to strip away the preconceptions of status and hierarchy.**

It's leadership for all and all of us having a responsibility to make a difference with our own unique skills set, values and beliefs. Collective compassionate leadership at its best! ”

**Tracy May**

““ **The Forward Thinking Leadership Programme highlights that ‘Leadership’ is not just for Execs and Managers but for all staff – it is inclusive; and made those attending rethink their value and discover and rediscover their own values.**

The fact that attendees can recall the programme and have and are using new skills learnt, shows that it made an impact.

““ **The partnership has allowed me and the RCN to influence the decision makers of the region.**

Working together has developed a stronger more productive voice across the health care sector.

The involvement of expert patients in the development and delivery of the Forward Thinking Leadership Programmes has demonstrated co-production and co-delivery. ””

**Bruno Daniel**

The programme highlighted to us that all staff are leaders in some way and most do not appreciate that. It empowered those attending to not think of themselves as ‘just’ an employee but to value their position. It empowered those attending into the realisation that making a difference in patient care however small was an achievement.

After each session once back at work someone wanted to know where I’d been, and the questions led to me recapping on the previous day’s sessions and enthusing them about the course and the benefits.

For me the impact of the course has been how I look at things differently and have found a voice and personally I am beginning to see my worth. ””

**Vivian Shortland**



““ I have found the Forward Thinking Leadership programme to be very different to anything else I have previously undertaken.

Whereas many development tools and events focus on understanding personal styles to influence others, this programme has taught us to understand others to better collaboration.

It has challenged us to become more open to influence from others, as we all have a contribution to make and will contribute more if we are supported in doing so. My experience of the course has been both empowering and humbling, which is some achievement! ””

Richard Taylor

““ The programme was truly inspirational and took care to develop and support all participants holistically.

I particularly valued the first day, which encouraged us to reflect on our own individual values and how important these are. This was built upon over the duration of the course to understand how individuals behave, and conduct themselves, and how this impacts on colleagues within teams and the wider organisation.

This all helped to unpick what we believe we understand about inclusion, and left me feeling empowered to lead with compassion, insight and empathy. I believe all NHS staff should have the opportunity to benefit from this course to further enhance the quality of NHS leadership. ””

Helené Donnelly OBE

““ I believe Forward Thinking Leaders should win for the following reasons and as a result of the following impact:

1. Improving outcomes through Learning and Development: establishing our NHS people to become successful in embedding richer Inclusive self-Leadership that has produced enabling and influencing improved cultural changes within organisations.
2. Empowering personal career progressive roles; utilising their talent for enhanced impact for the NHS
3. Establishing a groundbreaking, thought provoking programme suite that embeds inclusive leadership behaviours and decision making
4. Having an impact on the delivery of inclusive working in the NHS via the projects that have been delivered for improvement
5. Embedding the exploration and discovery of personal values for individuals through personal resilience, impactful decision making and inclusive/compassionate understanding ””

Kim Sales