

# Safe Space Conversations

Covid Coaching Support for Senior Clinical Leaders

18/01/2021

NHS England and NHS Improvement



# Support now



In these most challenging of times, clinicians face the quadruple challenge of using their clinical skills; applying their leadership skills; looking after colleagues, teams, organisations; and looking after themselves for a sustained, intense period. Looking after themselves is frequently sacrificed. Even the most seasoned clinical leader will value the opportunity to talk about their particular challenges, worries and experiences.

The 'Safe Space Conversations' offer is aimed to support meeting this need. It provides senior clinical leaders time out to talk, to gain support, learning and development through a crucial period of heightened demand on individuals and the healthcare services around them. Safe Space Conversations offer the opportunity to reset, bolster resilience, reinforce leadership skills and enhance personal effectiveness.

**This offer is primarily aimed at executive and deputy Medical and Nursing directors, Heads of Midwifery and AHPs (and their deputies) and clinical divisional directors or equivalent. A further bitesize coaching offer for frontline and other leaders will be launched later this week.**

## What is the offer?

- 60 – 90 minute safe space conversation with up to 3 sessions available for each individual.

The Faculty of Medical Leadership Management (FMLM) has significant experience in delivering this approach during the first wave of the Coronavirus pandemic. The service will be delivered by FMLM coaches and FMLM Applied Associates. All are either experienced senior clinicians or highly experienced at working with clinicians at all levels of seniority.

## How to access the offer?

- **Contact [applied@fmlm.ac.uk](mailto:applied@fmlm.ac.uk) and request a safe space conversation. Please provide FMLM with the following information to book a session:**
  - Contact details i.e. phone number and email
  - Preferred days/times you are available
  - Preference for session via phone, Skype, Zoom or Teams
  - A brief description of the potential topic you want to explore (this could be as simple as a couple of words – this will help FMLM identify the right coach).

If you have any further questions about the offer please contact [nhsi.selll@nhs.net](mailto:nhsi.selll@nhs.net) or Ali Jennings [alison.Jennings@leadershipacademy.nhs.uk](mailto:alison.Jennings@leadershipacademy.nhs.uk)

# The approach



FMLM will facilitate conversations through their 'PPR' approach:

## **Proactive**

- Providing practical early and sustained support through conversations
- Openly discuss challenges and concerns in a safe environment
- Share and compare practical plans and strategies
- Encourage the sharing of new ways of working and emerging practice.

## **Protective**

- Provide a cathartic confidential space – you talk, we listen!
- Promote increased personal resilience
- Provide psychological support and encourage mental wellbeing.

## **Reflective**

- Allow time to reflect on effective leadership behaviours for individuals and others
- Examine and question own behaviours under pressure
- Share and capture unique insights into leading in complexity

*“The arrival of the offer of the FMLM safe space conversation in my inbox made me think how little time for reflection I have had in the relentless environment of the pandemic. Being able to take some time to talk confidentially about how it felt to lead in a crisis was hugely helpful. For me it was important that the coach from the FMLM had such a lot of experience of working with people in NHS leadership roles which meant they understood the landscape and challenges. It really helped me clear my head and get focused again.”*

*From a Trust Medical Director*