

**NHS England/Improvement - Leadership Circle Facilitators**

**(Application Form)**

**Background**

HR, OD and Wellbeing professionals across the NHS have responded with great energy to the challenge of supporting their frontline colleagues through this unprecedented crisis. A vast range of excellent resources has already been generated and deployed, and there have been some creative interactive support options introduced.

The Leadership Support Circle method sits in this interactive space. There are already indications that clinicians, allied professionals and others involved in the COVID-19 response are appreciative of opportunities to connect with peers, to download, share experiences and start to make sense of a bewildering period in our lives. And it seems likely that the need for this kind of support will grow as we move through the peak phase and into some kind of recovery.

NHS England & Improvement is introducing Leadership Circles to offer leaders and managers, the kind of support available to clinicians and carers through forums like Schwarz rounds and Care circles. We are looking to establish a **system-wide network** of people able to facilitate circle sessions.

**About Leadership Support Circles**

These are 1-hour sessions for mixed groups of NHS leaders, designed to provide safe space for leaders to come together and share experience, be heard and sometimes to work through complex challenges.

They have been devised specifically to offer psychological support for those with people management responsibilities; and they draw on a range of evidence about:

* The critical importance of effective supervision for employee wellbeing during crisis periods (Greenberg, Jameton et al)
* The value of safe spaces to share experience in a structured, supportive way (Schwarz rounds, Care circles, etc.).

Circles will be run for groups of 6- 25 people, using online platforms as long as the social distancing restrictions are in force. The optimum range of participant numbers will be kept under review.

**Facilitator induction** (Train the Trainer) will involve participation in an ½ day online session, with pre-course reading assigned. Key learning outcomes for induction will be as follows:

* Appreciate the range of wellbeing and psychological support needs of NHS leaders and managers
* Become familiar with the NHSE and I wellbeing offer and its rationale
* Understand the leadership circle facilitation process, including technical requirements
* Know the NHSE and I model for Leading Compassionately During Covid19

Facilitators will also be expected to take part in **Bio monthly supervision sessions** (dates will be sent) which will:

* Provide ALS style supervision to explore and learn from any challenges encountered in sessions.

Facilitators will receive resources and support to help them promote the Leadership Circles, to reinforce the national campaign. They will be expected to keep records of and report on attendance and feedback from their sessions – requirements for this will be kept to a minimum, and simple online method will be used for evaluation and feedback collation.

**Supervision** opportunities for facilitators will give a high priority, and there will be a robust escalation process for facilitators needing help or guidance about any aspect of their role or experience in Circle sessions. In addition, a peer-to-peer support arrangement will be set up during the induction event.

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**(Central and The Service Application Form)**

*Please forward this form to Uzma Hussain at NHS England & NHS Improvement as soon as possible:*

england.covid19managerssupport@nhs.net

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| **Name** |  |
| **Role** |  |
| **Organisation** |  |
| **Email** |  |
| **Telephone** |  |

**Eligibility to be a Leadership Circle Facilitator**

Essential requirements are as follows:

1. At least 2-3 years’ experience of group facilitation (please outline)

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1. A qualification in coaching, mentoring, action learning, facilitation or counselling – please indicate below

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1. Knowledge of current thinking and good practice in leadership and wellbeing (please provide examples)

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1. Group facilitation and or some confidence in facilitating online groups – please give experiences and which platform you have used

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1. Proven ability to support individuals or groups working in highly stressful contexts (please outline your experiences)

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