

DISPATCH

JANUARY 2026



Welcome

This is the fourth of our quarterly newsletters which we hope helps us connect with you, your teams, your organisation and system and enable further partnership and collaborative working in the South East region in the Talent and Leadership space.

Welcome to 2026!

We hope you have had a good festive season and been able to take time out to relax and recharge.

As the new year begins, we hope you are able to take time to notice and appreciate the stillness of winter, knowing that longer days and the promise of spring lie ahead. Here's to finding time to reflect, restore and carry forward the energy that helps us grow.

We hope there is something in our newsletter that inspires you and gives you an opportunity to develop and connect.

Please do share this with your colleagues.

Succession Planning

In 2025, we launched our first Regional Board Succession Planning Assurance process, marking an important step forward in strengthening Board capability and future leadership across the region. We would like to thank all organisations who engaged with this work and submitted returns - your input has been invaluable.

We received responses from most provider organisations across the region, providing a strong evidence base to inform our next steps. Building on this, we will be running a series of webinars in the coming months to share:

- Key regional trends and themes
- Feedback on the assurance process
- Our plans for the 2026 assurance round, which we hope to commence in April 2026 aligned to Board Appraisal.

Alongside this, we have established a **Board Succession Planning Taskforce** to take forward priority actions and deepen our regional approach and a **Community of Practice** to support wider system collaboration, shared learning and practical problem-solving. If you would like to be involved in either the taskforce or the community of practice, please get in touch with lucy.wyldewise@nhs.net.

Finally, we are currently conducting User Acceptance Testing (UAT) on a **new digital enabler**, which will support and streamline this work going forward. Further updates will be shared as this progresses.

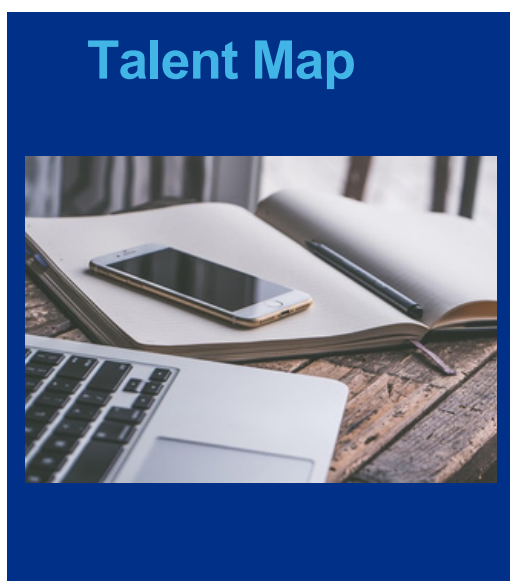
We look forward to continuing this important work with you to help shape and develop a sustainable Board talent pipeline across the region.



Aspiring Executive Talent Pool

We have an extensive suite of development offers available to our 73 pool members, working with a range of highly experienced facilitators covering increasing personal insight, growing abilities and practical transitions. We also provide home rooms, career support and work to remove barriers.

If you did not apply to the Talent Pool and aspire to an Executive-level role in the South East in any sector or profession please join our [Talent Map](#).



Talent Map

The [Talent Map](#) is the first point of call for all who aspire to senior leadership roles in the South East.

Complete a profile in under 15 minutes and you can access developmental support, including workshops and invitations to join talent pools as they become available

Board Member Appraisal 2026-27 and 360 feedback

As we prepare for the next appraisal cycle and the advice to follow 2025 LCF 360 approach, colleagues are encouraged to access the digital LCF 360 via our [DCAT platform](#). The intention is to stand up Management and Leadership Framework 360 for Board appraisals in 2027.

This digital LCF 360 tool provides structured feedback aligned to the NHS Leadership Competency Framework, supporting meaningful reflection and development-focused conversations. Used alongside appraisals, the LCF 360 evaluation report helps individuals gain insight into strengths and development areas grounded in feedback from others. The digital platform makes this process streamlined and consistent.

- Users register onto the platform and initiate a self-assessment and invite up to 50 colleagues to complete as part of the 360 feedback anonymously.
- A visual anonymised aggregate of both the self-assessment and the 360 data is available - enabling conversations around any emerging trends or themes.
- A pdf version of the anonymised report with the aggregate data, that will also include any free text comments, is also available to download.

If you have any questions please do get in touch via [email](#).

Career Coaching



We have a “**Career Coaching**” offer for targeted support for those wishing to explore what the next step in their career may be and how to get there. Our cohort of Career Coaches provide careers coaching for those seeking to work with change and plan and develop their careers. The coaching is individual, confidential and impartial careers coaching with career coaches.

Coaching and Mentoring

We continue our coaching and mentoring scheme and offers to health and care staff in the region. Coaching and mentoring is an inclusive offering available to all professions within the NHS and social care, irrespective of pay grade, clinical and non-clinical roles.

Whether you are leading an organisation, heading up a service, managing a team or leading yourself and colleagues, coaching or mentoring can support you on your leadership journey. This is free at any point in your professional career.

As well as our Career Coaching offer (see above item), we have a faculty of experienced and qualified coaches who support our offer of coaching for inclusion and allyship and neurodiversity.

We also continue to provide CPD and supervision to coaches and mentors on our regional register.

NEW for 2026: We are working with national and regional colleagues to enhance and improve the Coaching and Mentoring Hub to make it easier to access and use for all. We are currently working towards a mid-February go-live and are planning to run a ‘Coach and Mentor Community Café - Connect and Update’ session late January/early February to provide an overview of key changes.

Leadership Learning Zone



The NHS South East Leadership Learning Zone (LLZ) has **58** eLearning modules, complemented by training events and workshops to help you lead your team.

Module topic areas include:

Leadership Development (23 modules)
Leading Transformation for Integrated Care (6)
Leading Transition in Primary Care (2),
Professional Identity (2) and

Systems and Relational Leadership (10)
System OD and Transformation (5),
Leading a Multi-Disciplinary Team (7),
GPN Leadership Fundamentals (3).

Our most popular modules last year were Introduction to Leadership, Coaching Skills and Patient Experience.

[Find out more about LLZ and register](#) to begin your LLZ journey, with approaching 3000 other South East eLearners.

Career Management Support

Strategically managing careers and navigating career transitions can be both exciting and challenging, particularly during times of restructuring and change. Whether you or those you lead are looking for career development opportunities, support in making career decisions, or seeking well-being resources, we have curated a variety of [tools and services available to help](#).

System Leaders Peer Network and Learning Programme

In October we commenced our second cohort of the South East Systems Leaders: Peer Network and Learning Programme, with circa 100 participants. The cohort has representatives across all 6 ICBs and from various sectors including Providers, Mental Health, Primary Care, Local Authority, Community and Voluntary.

This programme is for leaders working at neighbourhood, place and system, passionate about collaborative working across boundaries to improve health and care with patients and citizens.

Our aim with the programme is to give attendees practical support, and to help people navigate their way through complexity and uncertainty. It enables participants to build knowledge, understanding, expertise and connections within and across sectors, and helps them try out new ways of thinking and working that can lead to better outcomes for them, their teams and their communities. Covering:

- How do we work in Volatility, Uncertainty, Complexity, and Ambiguity?
- How do we influence without direct power?
- How do we take people with us and lead through change?
- What does this mean for place based / neighbourhood leaders?

If you would like to **join the conversation** around systems / neighbourhood leadership we are looking to start a **Community of Practice** in February / March. If you're not already part of the **peer network** and are interested, please let us know [via email](#) and we'll extend the invite.



The Wolf We Feed

Which Wolf Do We Feed - at a societal, organisational, team, and individual level?

The Wolf We Feed this is not a typical culture session! Grounded in evidence and brought to life through real stories, this session creates a safe but stretching environment to explore how the wolf we feed, shapes our ability to flourish as individuals and as teams.

For more information and to book your place on the date most suitable for you, please click on one of the following links below:

[15th January 13:00 – 15:30](#)

[9th February 9:30 – 12:00](#)

[25th March 13:00 – 15:30](#)

Autumn-Winter Career Series

★ Book Today! ★

Our Autumn-Winter Series continues, providing some new inspiration and support, with new sessions added!

Looking to grow your confidence, refresh your CV or prepare for your next role? Wanting to learn to navigate imposter syndrome or decide whether it's time to fall back in love with your role or move onto the next best thing for you?



Our Autumn-Winter Career Series offers a mix of practical, interactive 1-hour or 90-minute virtual interactive workshops designed specifically for health and care professionals in the South East.

Running to March 2026, the sessions cover everything from career planning, interview skills, networking, personal branding and overcoming your inner critic. You can join as many sessions as you wish, as each one stands alone with focused, practical content.

Cameras on, mics ready! Each session includes tools, reflection time, the opportunity to connect with others and takeaways to help you put learning into action. Find the full schedule and book your place by following the links [on our website](#) or below.

★ Let's make the new year inspirational, supportive and energising to help you progress your career decisions and journey. ★

[9th January 2026 – Career Planning – Design Your Path with Purpose](#)

Explore career planning tools and models like IKIGAI and Squiggly Careers. Reflect through coaching questions to help identify what motivates and drives you.

[13th January 2026 – Emotional Wellbeing Through Change](#)

A 90-minute session to learn how to support yourself and others during periods of change.

[29th January 2026 – Tools to support your career](#)

A practical session exploring the key tools and networks that can help you grow and thrive in your career.

South East Autumn-Winter Career Series

★Book Today!★

11th February 2026 – Communicating Change

A 90-minute session to discover how to communicate with transparency and impact when navigating change.

25th February 2026 – Should I stay or should I go?

A journaling style workshop to figure out whether it's time to fall back in love with your role or move onto the next best thing for you.

3rd March 2026 – Rewriting the Script: Understanding and Overcoming Your Inner Critic and Imposter Syndrome

Navigate imposter syndrome with confidence.

We will be working with waiting lists for each event when they become fully booked. For those who are unable to make any of the published dates please [register your interest](#).



For Executive Directors and Deputy Directors Thriving in Transition Interactive Series

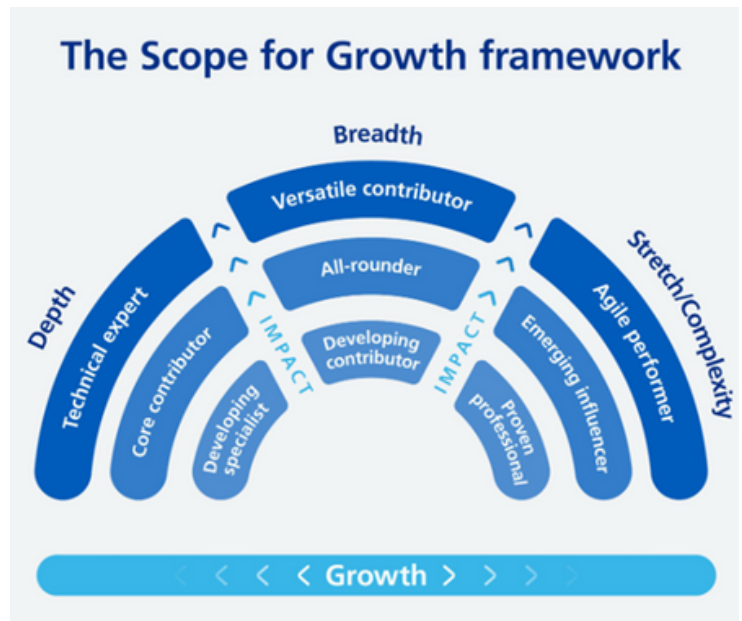
Designed specifically with Executives in mind, we have launched a five-module interactive series designed to equip leaders with practical tools and techniques to lead confidently during times of change. The series will focus on the following:

- Uprooting
- Growing Beyond Endings
- Nurturing New Horizons
- Cultivating Your Next Chapter
- Blossoming Change

The series starts in February 2026 and runs to April over 5 sessions. For more information, including all dates and times, and to book [please visit our website](#).

Scope for Growth - Career Conversations

Following pilots, we have been introducing the Scope for Growth (S4G) approach to career conversations. It supports personal growth and developing talent right across health and care. It is designed to provide a framework for high-quality, inclusive career conversations that help draw out an individual's aspirations as well as their potential. It is a person-centred approach in which individuals are supported and encouraged to take ownership of their own professional development through coaching-style conversations that prioritise well-being.



Scope for Growth conversations are owned by the individual and supports those who want to develop within their current role, as well as those ready for the next step in their career.

If you would like more details about S4G or would like a conversation about the model and learn from others who have embedded the approach, please get in touch with nicola.dagnall3@nhs.net.

Career Development Resources

These are available via the [NHS Learning Hub](#). This online platform includes career development resources which offer practical tools and resources designed specifically for Leaders to help support you in your career development.

Talent Timebanking

Talent Timebanking



In a period of continued uncertainty, supporting our people in meaningful and practical ways matters more than ever. [Talent Timebanking](#) offers NHS health and care staff a simple, accessible way to share skills, access support and build connections across teams and organisations. It recognises the expertise already within our workforce and by valuing time and contribution, provides flexibility and balance at a time when both are needed.

Please **join** and be part of something rewarding and impactful!

Talent and Leadership Network

Connecting Talent and Leadership professionals across the South East health and care systems. You are welcome to join the virtual Talent and Leadership Network. Recent conversations have centred around regional and national updates; Management and Leadership Framework; career conversations, sharing good practice and most importantly getting to know one another.

Upcoming meeting dates for 2025/26:

26 February 2026, 11.30-12:30.

To join the network please email:
england.setalentandleadership@nhs.net.

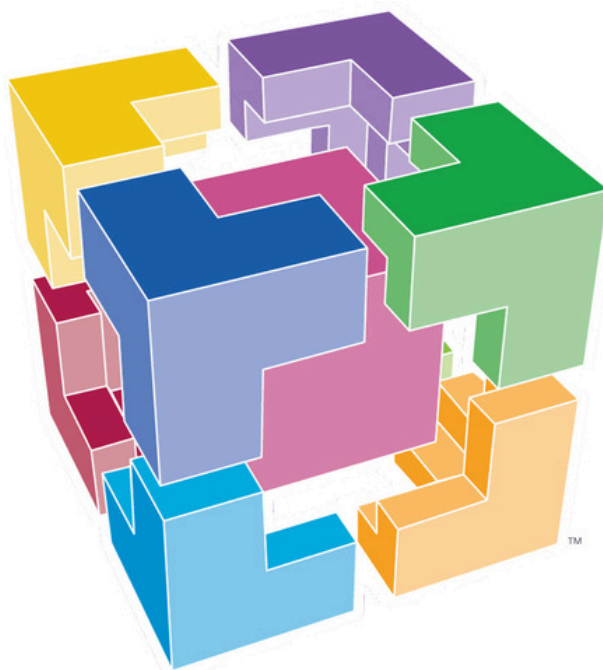


Healthcare Leadership Model (HLM) 360 feedback tool Important Update

The HLM contract with Talogy is being reviewed. As part of our work to develop a new self-assessment and 360 feedback solution aligned with the national management and leadership standards and competencies, the national team is engaging closely with stakeholders to ensure continuity and minimise disruption.

HLM 360 is expected **to remain accessible until at least 13th November 2026** to support ongoing leadership development. Transition arrangements beyond this date are still to be confirmed and we will share further updates in due course.

We will share updates when more information becomes available. In the meantime, if your organisation needs information on credits you hold or how to redeem them, please do contact Talogy directly email: 360support@talogy.com.



Management and Leadership Framework - Community of Practice

A **newly established** community of practice focussed on the embedding and implementation of the Management and Leadership Framework (M&LF) is being established in the region from Spring 2026. The community has a high level of interest and we're looking forward to holding the space for you. If you'd like to join and haven't yet registered your interest, please do [email us](#) and we'll share the details.

[From Thomas Simons' December NHS HR and OD Bulletin](#)

Host a graduate trainee - apply for September 2026

The [NHS Graduate Management Training Scheme](#) (GMTS) are seeking applications from health and care organisations across England to host the upcoming September 2026 cohort of trainees. GMTS is ranked third in The Times Top 100 Graduate Employers.

The scheme offers trainees the opportunity to develop into future leaders, with fast-track funded leadership development for up to two and a half years in one of our non-clinical specialisms that currently include general management, human resources, finance, and health informatics.

Trainees undertake two centrally assured placements in host organisations alongside which they complete postgraduate qualifications and leadership development training. As a host, you'll play a vital role in shaping the next generation of NHS leaders by offering real-world experience, mentorship, and insight into the complexities of healthcare management. [Host a trainee – Graduate Management Training Scheme](#)

New programme: Allied Health Professionals - opportunity to build digital and data skills

A Chartered Society of Physiotherapy (CSP) collaboration has led to the launch of a new digital education programme, giving physiotherapists and all UK Allied Health Professionals (AHPs) access to essential digital and data knowledge and practical skills.

The Digital and Data Foundations education programme is funded by the NHS Digital Academy and the CSP Charitable Trust, in collaboration with Keele University, EL Healthcare Education, and other AHP professional bodies.

This **free, module-based programme** offers bite-sized content, allowing learners to access it at their own pace around work or study commitments. The programme supports AHPs to apply learning within their own team, service, or setting.

Access is free for all AHPs - including students and support workers - as well as those not working in the NHS or working in other parts of the UK. [Register now](#) through the [NHS Digital Academy Campus](#).

You can register for the NHS HR and OD Bulletin [here](#).

We look forward to continuing to connect with you over and please do get in touch with any queries.

South East Talent and Leadership Team Email: england.setalentandleadership@nhs.net

[Meet our team virtually](#)

[Sign up to our newsletter](#)

Other useful information for you

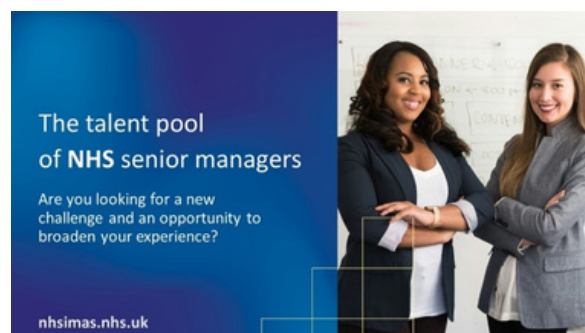
NHS Interim Management and Support (NHS IMAS)

Are the organisations you support searching for an interim leadership solution? NHS Interim Management and Support (NHS IMAS) has sourced and deployed senior interim resource to NHS organisations for over 16 years through our talent pool of NHS senior managers (Band 8d and above). The service is free to access, saving on expensive recruitment fees and we utilise existing NHS talent and expertise.

For those joining the IMAS talent pool

Calling all Senior Leaders ready to take up a senior interim role in the NHS.

NHS IMAS has supported health organisations across England since 2008 by resourcing and deploying experienced leaders on short and medium term assignments.



We welcome expressions of interest from experienced senior NHS staff ready to work at Agenda for Change Band 8d and above. We will also consider those with significant experience at Band 8c.

Joining the NHS IMAS talent pool can offer a range of benefits including system wide exposure, exciting stretch assignments and a variety of learning and development opportunities. For further details please visit www.nhsimas.nhs.uk, view our [leaflet](#) or contact NHS IMAS by phone on 0113 486 0132.



For organisations: Are you searching for an interim leadership solution?

NHS IMAS has sourced and deployed senior interim resource to NHS organisations for over 17 years through our talent pool of NHS senior managers (Band 8d and above).

The service is free to access, saving on expensive recruitment fees and we utilise existing NHS talent and expertise. For further details please visit www.nhsimas.nhs.uk, view our [leaflet](#) or contact NHS IMAS by phone on 0113 486 0132.