

# DISPATCH

SPRING

2026



## Welcome

This is the 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 Spring and, what can be, an exciting time - one of growth, transition and momentum.

As the NHS and it's people continue to navigate ongoing change and transformation, this quarterly edition brings together an update on our current talent and leadership development work alongside the latest opportunities available across the region. These offers are intended to support leaders and aspiring leaders - helping them stay connected, grounded, and confident as they lead through uncertainty, and reaffirming the importance of compassionate, inclusive talent and leadership throughout our organisations.

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

## Team update and NHSE South East Consultation

We recognise this is a difficult and challenging time for colleagues throughout the health and care system with all the structural changes and many of us take part in organisational formal consultations. We would like to thank you all for your on-going commitment and engagement, and passion to support our NHS Workforce and through them ensuring good patient experiences.

We bid a sad farewell to our colleague Nicola Dagnall, who left us in March, and thank her for all her work in the region. Nicola leaves us with a rich legacy in the South East region and will be missed.

Looking forwards, work with System, Place and Neighbourhood continues, as does our New to Non-Executive Director programme. We are getting ready for the annual Fit and Proper Person's Test processes as well as keeping in regular contact with the national team, who are pushing forward on an All NHS Appraisal framework.

We are pleased to share that NHS England Talent Timebanking team, part of the NHS South East Talent and Leadership team are finalists in the 2026 Our Health Heroes awards, in the dedicated to Lifelong Learning Culture category. We wish them all the best on award day.

We are also working hard for the launch of our Digital Career and Talent (DCAT) Hub in May 2026. Already hosting the digitised LCF 360 evaluation tool supporting board level appraisals, DCAT has been designed to connect you with opportunities, strengthen leadership capability, and support confident succession planning across the South East.

## Succession Planning

We will be launching the 2026 cycle of the Regional Board Succession Planning Assurance process from April 2026. Following the introduction of this process last year we will now move to an annual, embedded approach, aligned to Board Appraisal and enabling us to track progress over time, strengthen Board leadership pipelines, enhance EDI visibility, and streamline governance processes.

Based on feedback following the 2025 process we have made the following key enhancements:

- Introduction of a digital platform (DCAT Hub)
- Alignment with Board appraisal cycles
- Embedded EDI (Equity, Diversity & Inclusion) reporting
- Streamlined single annual submission
- Greater standardisation and guidance

We will continue to develop and roll out and develop the 5-Step (DISC-E) succession planning toolkit and offer enhanced support to organisations where it is requested.

Communications will be sent to all Chairs, CEOs, CPOs and Company Secretaries with an overview of the process shortly and details of launch webinars.

Alongside this, we will also be setting new dates for our Community of Practice to support wider system collaboration, shared learning and practical problem-solving.

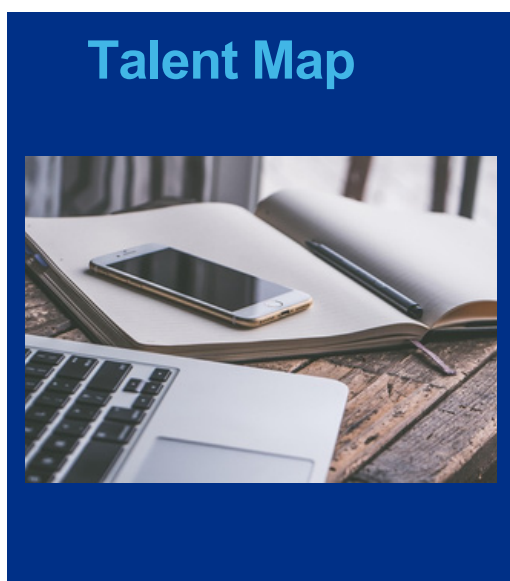
Communications will be sent to our existing community members shortly. If you would like to, please get in touch with [lucy.wyldewise@nhs.net](mailto:lucy.wyldewise@nhs.net).



## Aspiring Executive Talent Pool

We have been delivering 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, colleagues are encouraged to access the digital Leadership Competency Framework 360- degree tool via our [DCAT platform](#).

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



Our “**Career Coaching**” offer is 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 free, individual, confidential and offers 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 in 2026:** We have worked with national and regional colleagues to enhance and improve the [Coaching and Mentoring Hub](#) to make it easier to access and use for all. This went live on 9<sup>th</sup> March.

Thank you for the kind and helpful feedback we have received so far. We are continuing to refine and improve the Hub based on this.

## Online Learning



There are many resources available on or via [our website](#), including a link to the **[NHS Leadership Academy Bitesize Learning](#)** portal. This bitesize learning resource has easy to access short courses, videos, podcasts and reading materials available to all NHS staff. The short courses cover topics such as personal resilience, courageous conversations, motivation, authentic leadership and much more.

On our website we have our:

- [Leadership Bites](#) - short learning guides to enhance your self-awareness and understanding, to develop your skills as a leader, including virtual leadership and leadership styles, and wellbeing for you and your teams.
- [Leadership Shorts](#) - recordings of our short sessions on key leadership topics with leaders sharing their learnings and experiences.

Please note that the South East Leadership Learning Zone was discontinued on 31<sup>st</sup> March 2026, with final learner access expiring on 30<sup>th</sup> April. Users and our Talent and Leadership Network have been informed.

## 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 March we completed the second cohort of our 'South East Systems Leaders: Peer Network and Learning Programme', with circa 100 participants. This cohort, again, had representatives across all 6 ICBs and from various sectors including Providers, Mental Health, Primary Care, Local Authority, Community and Voluntary.

This programme was designed for our regional leaders working at neighbourhood, place and system, who are passionate about collaborative working across boundaries to improve health and care with patients and citizens.

We are currently considering how best to support the network and will be in touch with plans in due course. If you would like to join the conversation around systems/ neighbourhood leadership we are looking to start a network / community of practice. If you're not already part of the programme alumni network and are interested, please let us know [via email](#) and we'll extend the invite.

### 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.



### New to (NHS) NED – Aspirant NED Programme

We are extremely pleased to have **filled** Cohort 2 (existing NHS colleagues) **and** Cohort 3 (new to the NHS colleagues) of our Aspirant NED (Non-Executive Director) Programme. We wish participants the very best for the programme and we are looking forward to hearing their feedback on how we can continue to support them on their Non-Executive Director journey.

## Lunch and Learn Leadership Series: Strengthen Your Impact

### Book Today!

Our **new** Leadership Series has started!

For our NHS South East colleagues, designed to help you strengthen your leadership and influencing skills, take greater ownership of your career, and maximise your impact.

The Series offers a mix of practical, interactive 1-hour virtual interactive workshops designed specifically for health and care professionals in the South East.



#### **30th April** [Think Bigger: Unlock Your Potential with a Growth Mindset](#)

Develop tools to embrace change, manage your career with confidence, and open doors to continuous learning and advancement.

#### **14th May** [Connect with confidence: Elevate Your Communication in a Hybrid World](#)

In today's fast-moving, digitally connected environment, effective communication and presentations matter more than ever.

#### **3rd June** [Smart Tech for Smart Leaders: Staying Ahead Without Burning Out](#)

Discover practical ways to use technology intentionally and efficiently.

#### **22nd June** [Embracing opportunities: Using influence and visibility to maximise prospects](#)

Exploring how increased visibility opens doors to new roles, projects and partnerships, and how to use your existing influence more strategically to create future opportunities.

#### **Please note:**

Links to join the workshops will be emailed to those who have booked, along with full joining instructions, one to two weeks before the workshop date. Please do not forward the links to colleagues who have not booked/ secured a place.

We will be working with waiting lists for each event when they become fully booked.

## 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 2026/27, all 11.00 - 12:00:**

- 25<sup>th</sup> June 2026
- 17<sup>th</sup> September 2026
- 8<sup>th</sup> December 2026
- 25<sup>th</sup> February 2027

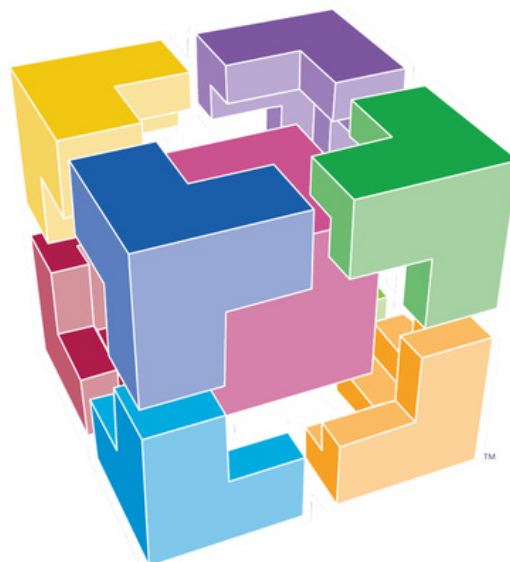
To join the network please email:  
[england.setalentandleadership@nhs.net](mailto:england.setalentandleadership@nhs.net).



## Healthcare Leadership Model (HLM) 360 feedback tool Important Update

As we move towards the introduction of the new Management and Leadership standards supersede the current HLM approach and will be supported by a new assessment, it is important to make full use of existing HLM credits that have been purchased in the interim.

HLM 360 will 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 strongly encourage organisations to prioritise use of HLM 360 feedback tool as part of current appraisal cycles, local leadership development programmes and to build internal capability by training additional facilitators. This will ensure you continue to derive value from your existing investment while supporting ongoing leadership development.

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](mailto:360support@talogy.com).



### [HLM 360 Refresher Facilitator Series Sessions](#)



**Dates Available - Book your place** (found under the 'Facilitator' section, Refresher Sessions section)

**Thursday 21st May:** [Register here](#)

**Tuesday 23rd June:** [Register here](#)

**Thursday 23rd July:** [Register here](#)

**Thursday 20th August:** [Register here](#)

- The sessions are open to active HLM360° Facilitators only. If your accreditation has lapsed, you will need to complete reaccreditation training.
- Attendance will add '+1 Feedback Session' to your account, supporting you in maintaining your accreditation through to November 2026.
- You may only attend one refresher session.
- All sessions will run from 12 - 1 pm

## Management and Leadership Framework - Community of Practice

We are still waiting on a final decision on when the new Management and Leadership Framework will be launched and published. Until then, there is still an opportunity to join the network, where we will continue to explore how the framework and underlying approach can be embedded into organisational ways of working and sharing regional best practices.

If you'd like to join, please do [email us](#) and we'll share the details.

## South East Region Networking Event

It was great to bring together leaders for our South East Region Networking Event on 22<sup>nd</sup> April. The event was designed for our Aspirant CEO Talent Pool, CEOs and Chairs with a focus on creating space for meaningful connection.

Despite packed diaries (and a tube strike!), it was fantastic to see such strong engagement and openness in the room.

We were delighted to be joined by Megan Reitz, leading an insight session on the power of Speaking Up and Listening Up, followed by a panel discussion focussing on what it really means to be a "Future CEO". Our thanks to Anne Eden, Andy Heeps and Raghuv Bhasin for sharing reflections and experiences with our panel chair Karen Chummun.

Events like this matter - they help us build relationships, share insight, and support the next generation of CEOs through collective experience. We are looking forward to continuing the conversations and seeing where these new connections lead.



We look forward to continuing to connect with you.

South East Talent and Leadership Team

Email: [england.setalentandleadership@nhs.net](mailto:england.setalentandleadership@nhs.net)

[Meet our team virtually](#)

[Sign up to our newsletter](#)

---

## Other useful information for you

### NHS South East Region Sexual Safety

#### The Sexual Safety, Supporting Survivors and Changing Cultures Webinar Series.

Hosted by NHS England **Staff Experience, Engagement and EDI team** and delivered by Surviving in Scrubs, these sessions are open to all staff working in the NHS healthcare setting in the South East region. Please feel free to share with your Teams and Stakeholders.

#### Webinar Overviews

##### **Webinar 1: Tuesday 19 May, 1pm-2pm**

Sexism, sexual harassment and sexual assault in the healthcare workplace: An overview of the prevalence of sexual misconduct in healthcare across different healthcare professional groups.

##### **Webinar 2: Wednesday 3 June, 10am-11am**

Supporting Survivors: An exploration of the challenges survivors face, and the specialist support that survivors need, with references to useful resources.

##### **Webinar 3: Monday 15 June, 12pm-1pm**

First Disclosure Training: A detailed look at how a survivor may present, what their needs are and how to meet these during a first disclosure.

##### **Webinar 4: Tuesday 7 July, 12pm-1pm**

Responding to a report of sexual violence for managers: This is the next step on from first disclosure.

##### **Webinar 5: Monday 20 July, 1pm-2pm**

Changing the Healthcare Culture: A high-level discussion of the systems and strategies that need to be in place to prevent sexual misconduct in the healthcare workplace. Designed for managers, supervisors and leadership with group activities.

##### **Webinar 6: Wednesday 5 August, 11am-12pm**

Actions for healthcare leaders: An examination of the role of leaders in preventing sexual misconduct with group activities. We look at the new legal duty to prevent sexual harassment in the workplace and how this can be implemented in your organisation.

#### How to register

Please register using the [registration form](#).

---

## Other useful information for you

### NHS South East Region Sexual Safety continued

#### The Sexual Safety, Supporting Survivors and Changing Cultures Webinar Series.

##### About the trainers

Surviving in Scrubs was formed by co-founders Dr Chelcie Jewitt and Dr Becky Cox in June 2022. It brings together their lived experiences of sexual misconduct while working in healthcare to campaign to end sexism, sexual harassment and sexual assault within the healthcare workforce.

##### Support resources

The discussions in this session can be triggering for colleagues with lived experience of sexism, sexual harassment or sexual assault. The sessions will be trauma-informed, with content warnings. Facilitators will stay behind for 5 minutes after each webinar for immediate support. You can also access [Support resources – Surviving in Scrubs](#). You can also use your employer's health and wellbeing offers, such as Employee Assistance Programme or Mental Health First Aiders.

##### Questions and reasonable adjustments

The webinars will run online on Microsoft Teams. If you need any adjustments, please email [england.se.staffexperience@nhs.net](mailto:england.se.staffexperience@nhs.net).

## Tom Simons' NHS HR and OD Bulletin, March 2026

### Primary Care, neighbourhood teams and across voluntary, community and social enterprise - leadership and management development

Applications are now open for primary care colleagues to join the partially funded [Elizabeth Garrett Anderson Master's programme](#).

Applications are welcomed from colleagues working in primary care, neighbourhood teams, and across voluntary, community and social enterprise (VCSE) organisations supporting the shift from hospital to community-based care.

Cohort dates are included in the application form. These places are partially funded through NHS monies; applicants must work in primary care, be able to contribute £6,896, and fully commit to the programme.

Completing applications as soon as possible is strongly advised.

##### **Find out more on how to apply**

Enquiries: [england.la-anderson-prog@nhs.net](mailto:england.la-anderson-prog@nhs.net)

## Other useful information for you

### AI Mindstone Competency Programme for NHS professionals

We are sharing this negotiated offer having heard from colleagues who have attended and experiencing a very practical and helpful learning experience.

The NHS is under more pressure than ever to deliver better outcomes with fewer resources. AI offers a real opportunity to free up time, reduce admin burden, and improve how teams work - but only if people know how to use it practically and confidently.

Mindstone's AI Competency Programme is a 4-week, cohort-based programme designed to take non-technical professionals from wherever they are with AI to confidently using it in their day-to-day work. It's practical, hands-on, and personalised to each participant's role.

#### How it works:

- 4 live expert sessions showing real AI workflows in real-time (not pre-recorded), creating the engagement that drives genuine behaviour change
- Personalised learning customised to each person's actual job description and tools - so it's immediately relevant whether you work in procurement, finance, HR, or clinical admin
- AI coaching sandbox with real-time feedback on prompting, so people learn by doing with guided practice
- 2-3 hours per week commitment - designed for busy professionals who can't take days out of their role

#### Where NHS teams see the biggest impact:

- Healthcare administration - drafting correspondence, summarising patient notes, processing referrals, preparing board papers, and managing complex scheduling
- Procurement and commissioning - analysing supplier proposals, drafting specifications, comparing tenders, and streamlining contract management
- People and talent - writing job descriptions, synthesising staff survey data, building development plans, and preparing workforce reports
- Finance and business intelligence - automating recurring reports, analysing spend data, forecasting, and creating dashboards from complex datasets
- Leadership and strategy - preparing briefings, synthesising evidence for decision-making, and scenario planning

#### Results from organisations like yours:

- 71% average increase in monthly AI usage
- 55% average increase in confidence with AI
- 5.5 hours saved per person per week on average
- 97% of participants able to apply skills immediately to their work

**Exclusive NHS offer:** Use code **AINHS** for **10% off** the programme. This applies to all NHS staff.

To learn more or sign up visit [www.mindstone.com](http://www.mindstone.com).

## 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 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 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](http://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](http://www.nhsimas.nhs.uk), view our [leaflet](#) or contact NHS IMAS by phone on 0113 486 0132.