

**Being Well: Leadership Development**

**Training Programme**

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| **Background** |
| *Cultivating a Culture of Compassion in Primary Care*  *“We need to move beyond this culture of task completion towards one that values reflection, compassion and connection. That means protecting time for leadership, not just management. It means embedding wellbeing into leadership development, and recognising that leadership is not a title, it is a practice that needs nurturing…staff wellbeing is not a peripheral concern; it is the keystone of care.”*  [From burnout to belief: reflections on reforming the NHS from within](https://www.kingsfund.org.uk/insight-and-analysis/long-reads/burnout-belief-reforming-the-nhs)  Sharon Nash, The King’s Fund, July 2025  Research consistently demonstrates that workforce wellbeing is not a peripheral initiative — it's a strategic imperative. A healthy, engaged, and supported workforce drives higher productivity, enhances performance, and builds the resilience needed for long-term business sustainability. Investing in employee wellbeing is investing in the foundation of organisational success. Workforce wellbeing should not be framed as an individual choice or luxury, it should be an embedded, organic part of professional life and team culture. The NHS Wellbeing Leadership Programme, which is being relaunched in September 2025 as a training programme for all primary care providers in Greater Manchester, is, in essence, a practical way of delivering the "NHS workforce wellbeing ripple" – a cultural shift, where wellbeing is not seen as a cost but a strategic investment. It also means recognising that staff wellbeing is a form of prevention, one that puts people first, reduces sickness absence and burnout, improves retention and enhances care.  The Programme is being delivered in 2 sessions, each lasting 1.5 hours, delivered online:  **Session 1**  **The Case for Staff Wellbeing and Looking After Yourself** *(self-awareness and self-management)*  **Aim** - Explain why building staff wellbeing through leadership is a uniquely effective approach, offering practical approaches to build leaders’ own wellbeing  **Session 2**  **Leading Wellbeing and Looking After Your Teams** *(using behaviours that create and support healthy workplace cultures that build wellbeing in teams)*  **Aim** - Explain what leaders can practically do to lead culture change and take away approaches to engaging teams in developing their wellbeing  Please register for one of each session via the links below and you will automatically receive the relevant Teams links:   |  |  | | --- | --- | |  | **Being Well: Leadership Development Training Programme** | | **Session 1** | [Wed 10 Sep 12:30 – 14:00](https://events.teams.microsoft.com/event/2fba7da2-9e4b-41b2-80a2-5969509ba0b2@37c354b2-85b0-47f5-b222-07b48d774ee3); [Tue 14 Oct 11:00 – 12:30](https://events.teams.microsoft.com/event/bb82bca4-c525-4c94-92e2-c26d981a5e60@37c354b2-85b0-47f5-b222-07b48d774ee3);  [Thu 13 Nov 16:00 – 17:30](https://events.teams.microsoft.com/event/adc9cc01-1e3e-4681-b03f-4a9080642a48@37c354b2-85b0-47f5-b222-07b48d774ee3); [Thu 04 Dec 11:00 – 12:30](https://events.teams.microsoft.com/event/a268ea76-9d60-47da-a90d-f86060f51263@37c354b2-85b0-47f5-b222-07b48d774ee3) | | **Session 2** | [Wed 01 Oct 12:30 – 14:00](https://events.teams.microsoft.com/event/ccabb293-9113-4481-8390-228651797a93@37c354b2-85b0-47f5-b222-07b48d774ee3); [Tue 28 Oct 11:00 – 12:30](https://events.teams.microsoft.com/event/6c26fc64-a4fd-4c52-807f-548db9964b09@37c354b2-85b0-47f5-b222-07b48d774ee3);  [Thu 20 Nov 16:00 – 17:30](https://events.teams.microsoft.com/event/5d2d0d84-5197-4fab-92cd-6c35d4bd86ca@37c354b2-85b0-47f5-b222-07b48d774ee3); [Thu 11 Dec 11:00 – 12:30](https://events.teams.microsoft.com/event/0cb1f791-d32b-48b0-aea2-df5addd108e5@37c354b2-85b0-47f5-b222-07b48d774ee3) |   **Programme Learning Outcomes**   1. **Increased knowledge, skills and confidence:** using leadership behaviours and practical tools in supporting workforce wellbeing. 2. **Culture Change Movement**: enables primary care to be part of a cultural shift where wellbeing is not seen as a cost but a strategic investment. 3. **Leadership Development**: empowers primary care leaders to use practical skills to deliver objectives of the NHS 10 Year Plan. 4. **Resource Sharing:** giving access to tools and resources reflecting the real needs of the primary care workforce.   For more information, please contact [Dominic.Anderson3@nhs.net](mailto:Dominic.Anderson3@nhs.net) |

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