

## SYSTEM LEADERSHIP WEBINAR SERIES

We are pleased to provide a series of 90 minute leadership webinars from three inspirational and well renowned speakers



**Prof Michael West**

**Tuesday 30th March: 9:30-11:00am**  
**Compassionate Leadership**

**Michael West** joined The King's Fund as a Senior Fellow in 2013. He is Professor of Work and Organisational Psychology at Lancaster University, Visiting Professor at University College, Dublin, and Emeritus Professor at Aston University. He has authored, edited and co-edited 20 books and has published more than 200 articles on teamwork, leadership and culture particularly in healthcare.

**During the session Michael will** discuss how compassionate leadership is needed now more than ever in Health and Social Care. This moment of crisis is an opportunity to collectively improve the leadership culture across the Health and Social Care system. It is vital that, as the System responds to Covid-19 challenges, leaders and managers model and promote compassion in an enduring way including self-compassion.

Compassion is certain, unchanging and provides a safe refuge in the face of this onslaught on health and care systems and our wider communities. Compassionate leadership is the most potent way people can deal with what feels frightening and overwhelming and leaders need to focus compassion on all those who provide health and care services whatever their role or grade.

Michael will explore answers to questions such as what is compassionate leadership? How do we create cultures where staff can deliver compassionate care, cultures of compassion? How do leaders lead with compassion through a crisis but also lead with compassion to help staff recover?



**Myron Rogers**

**Tuesday 20th April: 9:30-11:00am**  
**Leadership of Living Systems:  
Changing the Way We Change**

**Myron Rogers** is an author, speaker and consultant with a practice in large-scale organisation change and leadership development. He co-authored the best-selling book, 'A Simpler Way'. His work has covered a broad range of organizations and issues – from battlefield learning with the U.S. Army, post-Apartheid business development in South Africa and strategic change initiatives in the NHS. He is also known for “Myron’s Maxims”, simple rules for complex change.

**During the session Myron will** explore the implications of the dynamics of living systems for the leadership of change. People will begin to think about changing their system as a living system, and not as a machine.

The session, will explore:

- How Systems work: the dynamics of living systems and the implications for how to lead change
- How “this” System works: an opportunity to explore the specific structural and cultural dynamics of their system
- How do I, as a leader, work in and with the system: explore the implications for system leaders in terms of behaviour, process, and being
- How will we know: exploration of measurement and indicators of change from a Living Systems perspective
- How does what we pay attention to change?
- How do we see change in a complex, living system?
- An introduction to “Myron’s Maxims”, simple rules for complex change



**Mitzi Wyman**

**Monday 10th May: 10:00-11:30am**  
**Inclusive Leadership**

**Mitzi Wyman**, a lawyer with a training in Organisational Psychiatry & Psychology and has been a Non-Executive Director in the NHS, a senior consultant with the King's Fund and has been developing leaders in the public sector for over 15 years. The Thinking Environment approach, developed by Author and Educator Nancy Kline, underpins her work with clients across sectors. Mitzi has trained extensively with Kline and is a member of the Time to Think collegiate.

**During the session Mitzi will** discuss the unconscious attitudes that exist in all workplaces and ultimately about power and the lack of power. This is exacerbated by hierarchical structures that heighten difference and influence how we perceive and react to one another: job titles, professions, band or grade. So, the barriers exist even before we move onto gender, sexuality faith, ethnicity, disability etc. Participants will be introduced to the “Thinking Environment”, an approach, developed by Author and Educator Nancy Kline, designed to unpick the untrue limiting assumptions that lie at the heart of discrimination. They will hear case studies that illustrate powerfully the cognitive diversity that difference brings and, importantly, take away tools that they can use the very next day to bring about change in their organisations. The result is interactions where people are able to say what they really think, and others actually listen, leading to the fresh, independent thinking that is needed if the Health and Care System is to solve so many of the intractable problems facing it today.