

Community Report 2020

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Aims

Nurturing Leadership

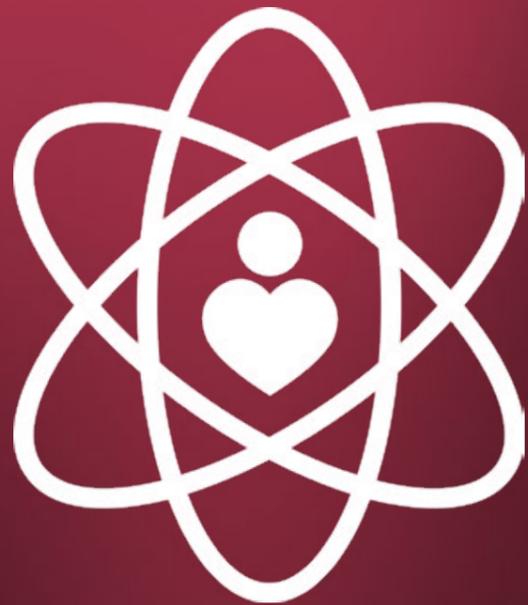
Working with healthcare students and young professionals to develop our healthcare leaders of the future.

Fostering Frontline Innovation

Engaging, developing and guiding clinicians to deliver innovative solutions.

Empowering and Valuing the Next Generation of Clinical Leaders

Supporting our clinicians to use their talent effectively.



Values

We value accessibility and equity and believe all healthcare professionals should have the means to learn about and engage in leadership activities; at any level and at any time.

We believe inclusivity is key to leadership. Leadership should not be the arena of a chosen few but of all those with innovative visions, ideas and solutions.

Managing Director's

Community Update

The last year has seen the continuing development of the whole HLA community, the programme and the infrastructure. This has allowed us to continue to upscale the programme. Going from one cohort in London to two cohorts in London and Newcastle was a big deal for us. Over the last year, we have gone through the process of establishing a cohort in a new country, i.e. the Netherlands. Under the capable and enthusiastic leadership of Jim, Ilse and Emma, we have made another significant step forward in establishing The HLA community. This year has seen us grow to deliver six concurrent cohorts. The planning, infrastructure and logistics demanded for this level of growth cannot be underestimated. The HLA as a whole has risen to that challenge and has genuinely managed to deliver what seems to be a valuable and loved learning experience.

Over the last year, we have sought to formalise various initiatives, and introduced reproducible processes and structures, so that the organisation can continue to grow sustainably. This means that we can deliver more cohorts, and give as many individuals as possible access to the opportunities within The HLA.

Diversity, in all its forms, continues to be a core theme of our international community. Diversity of thought and ideas are crucial to the core of The HLA, allowing a diverse community to form as we seek to minimise barriers to participation. Our mission is to create a global community of healthcare leaders of the future, who have each other to support them and rely on as they try and make a positive impact on healthcare systems across the globe.

When I consider what we, as a team and community, have achieved over the last four years, I am grateful to the number of talented, caring and incredible people that have found a home in The HLA. Over the next decade, The HLA will truly go global. I do not doubt that. As I write this, we are going through a global health crisis the like of which the healthcare profession dreaded, but predicted. The importance of leadership in this current context has further demonstrated the absolute need for our organisation. The next time this type of health crisis happens, I know the world will be in a better place for having organisations like The HLA supporting, encouraging and looking after the global health professionals that will need to lead us out of crises.



Prizes

2019-2020

Once again we have been amazed by the exceptional standard of projects and campaigns delivered by our scholars. Through a hugely competitive process, the following prizes have been awarded.

Project Prizes 2019-2020

1st

The 1st place project prize is awarded to Olamide Dada & Jade Okene for their project:
Determining the strategic direction of a charitable organisation - Melanin Medics



Olamide
Dada



Jade
Okene

2nd

The 2nd place project prize is awarded to Nandi Mnyama, Ahmad Elmansouri & Tinaye Mapako for their project:
HLA Listen: To Build A Leader



Nandi
Mnyama



Ahmad
Elmansouri



Tinaye
Mapako

3rd

The 3rd place project prize is awarded to Junaid Fukuta for his project:
Virtual On-call: You Decide



Junaid
Fukuta

Campaign Prizes 2019-2020

1st

The 1st place campaign prize is awarded to Carina Dowson, Hazel Awarah, Kathryn French, Rafia Miah, Lauren Leightell-Brown, Jennifer Ilonze & Shivani Mahapatra for their campaign: **Women in Healthcare Leadership 100 Word (Women) Project**



Carina
Dowson



Hazel
Awarah



Kathryn
French



Rafia
Miah



Lauren
Leightell-
Brown



Jennifer
Ilonze



Shivani
Mahapatra

2nd

The 2nd place campaign prize is awarded to Jacob Oguntimehin for his campaign: **#weareTAMS**



Jacob
Oguntimehin

3rd

The 3rd place campaign prize is jointly awarded to Olamide Dada for her campaign: Black History Month Campaign and to Jade Okene & Laura Stuart for their submission on: **The HLA Recruitment Campaign**



Olamide
Dada



Jade
Okene



Laura
Stuart



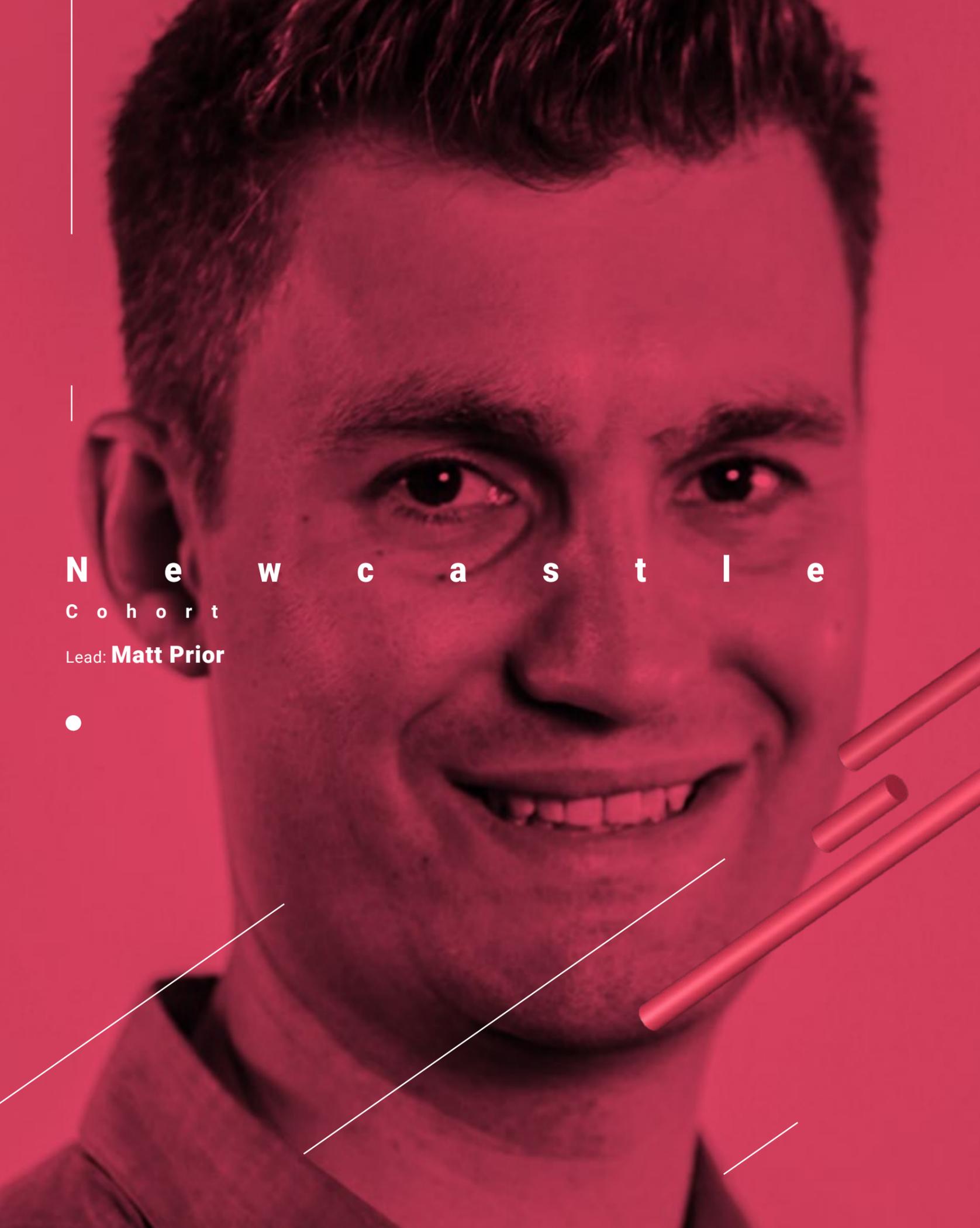
L o n d o n C o h o r t

Lead: **Johann Malawana**



HLA London continues to attract a diverse cohort. The scholars have delivered an incredible array of projects this year as part of their HLA programme. The Medics.Adacemy kindly hosted the programme at its London offices and at Founders Factory.

The programme continues to be very popular in London. We have focussed the London cohort this year on innovation with speakers from the UK Medtech scene due to the proximity of the technology and innovation hubs in the south-east.



N e w c a s t l e

C o h o r t

Lead: **Matt Prior**



We have now finished the second year of delivering The HLA programme in Newcastle. The North East is a great place to be a scholar; the programme is held at the Copthorne Hotel on Newcastle's picturesque Quayside. Scholars come from near and far and consist of an array of students and health professionals.

This year we had two cohorts based in Newcastle, and ran the sessions in two separate groups. We alternated the content of the day so that scholars had breaks and social events in the larger group, but the curriculum was delivered whilst they were in their two separate cohorts. Whilst this meant delivering content twice, we still found that keeping scholars in their two cohorts enabled them to really gel together as a group.

Our scholars have led a range of projects, including the Women in Healthcare Leadership Project. This project aims to ensure all women who desire to do so, have the opportunity, training and support to achieve representative leadership within the NHS. This year a campaign was run on Instagram promoting 100 inspiring women, over 100 posts in 100 days. All of the scholars' projects have proven to be successful in their impact, and we have seen great personal growth amongst the cohort.



B r i s t o l
C o h o r t

Lead: **George Miller**

| Our Vision

In the achievements of our scholars, we see not only the culmination of years of their hard work but also a unique piece of the mosaic they form within the next generation of healthcare leaders across our nation. Together, scholars in The Bristol HLA embody an NHS that finds unity in its diversity and aspires to pioneer the breakthroughs of tomorrow. We hope that the network of connections they foster during their time in The Bristol HLA will enrich and inspire their future work.

Our future

The growth of our organisation creates a community that can celebrate many successes and talents of our members. While leadership roles can often feel isolating, through The Bristol HLA, we hope to foster long term connections and relationships between scholars and faculty that provide avenues for support in later life.

To this end, in the 2019-2020 year, we have hosted two full HLA cohorts in Bristol. We have enjoyed an exciting programme of events covering a full range of practical and theoretical concepts in leadership. Our year started with talks and practical sessions led by experts from the media, the BMA and the GMC, and concluded with discussions from BBC broadcasters and past HLA scholars.

We have been fortunate to have a cohort consisting of scholars from every walk of life and every stage of training. Amongst this variety of backgrounds and careers, we have drawn strength from our spirit of common purpose.



A m s t e r d a m

Lead: **Ilse Blomberg, Jim Determeijer, Emma Oostenbroek**

| Ambition

Our goal for 2019 was to expand The HLA overseas by starting a new cohort in Amsterdam. We were motivated by an increase in international engagement and a subsequent need to establish The HLA outside the UK. We, therefore, banded together to form a network of faculty members and build the HLA in The Netherlands.

Results

We successfully recruited our first cohort in Amsterdam consisting of a vibrant, diverse and international group of scholars. Sessions took place in locations, such as the Nederlands Tijdschrift voor Geneeskunde (Dutch Medical Journal) and we had incredibly inspiring speakers and mentors from the UK and the Netherlands. Several scholars across different cohorts collaborated within their projects or events, such as the organisation of the second edition of The HLA Summit in Amsterdam.

Due to the Covid-19 outbreak, we had to transform our programme onto online platforms rapidly. We kept the usual HLA spirit alive during these virtual sessions by focussing on work in small groups and stimulating interaction. Our scholars have shown great flexibility, for example, by converting The HLA Summit into an online conference about the global pandemic with only a few weeks to prepare. It is impressive to see what scholars from different backgrounds can learn from each other, and the innovative collaborations that are born out of it. We look back at the successful start of our first year in Amsterdam, and we will continue our work in 2020-2021.

Future Perspective

We aim to increase diversity in nationalities and healthcare backgrounds in our cohort. Furthermore, we want to invest in sustainable relationships with our venues and faculty. The HLA is growing beyond The Netherlands; however, we will always maintain the personal aspect and community feeling experienced by our scholars. Setting up the Amsterdam cohort has been a significant leadership challenge. We wish to support other HLA scholars to start their cohorts and invest in a sustainable structure for expanding The HLA community.

Mentoring



Lead: **Dina Saleh**

The purpose of The HLA mentoring scheme is to provide additional support and guidance in The HLA through a semi-formalised structure. Scholars frequently comment that one of the main benefits and appealing factors of The HLA programme is the opportunity to develop relationships with fellow healthcare professionals, at an early stage in a scholar's career. For most healthcare students and professionals, this is relatively rare. The mentoring scheme connects scholars with faculty members with a plethora of leadership experience and skills and across cohorts with peer mentoring encouraged.

The mentoring schedule for the year enables faculty members and scholars to undertake the sessions remotely. Mentoring involves a mixture of a small group, ranging from two to five scholars, and individual meetings between the faculty tutors and scholars.

This year, there were 39 mentors with a vast array of experiences and backgrounds, matched with over 100 scholars. Mentors varied from talented HLA alumni to healthcare professionals who were leaders in their fields.

Mid-year feedback from scholars included:

"I've found my mentor to be really approachable and very helpful... and a great resource to have as a HLA scholar."

"...ended the session feeling inspired and supported."

"...helped keep up motivation and direction on working on the project, which is especially helpful in bridging the gap between our sessions."

"I've been paired with a mentor that has shared interests, contacts that can help my project and are very proactive but approachable, a great part of the HLA programme."

We are processing end-of-year feedback from both scholars and mentors to improve our mentorship programme. Potential changes for 2020-2021 include a more tailored allocation and matching programme to ensure a good fit for individuals and groups. We are also looking to build the process into a system to streamline the programme and ensure real-time tracking and collating of feedback.

Finally, we are very grateful to the Academy of Medical Sciences and the material they have provided, which benefits our programme.

Pastoral Care



Lead: **Justin Varney**

In addition to maintaining a pastoral care welfare protocol for our scholars, we also wanted to provide resources for the wider community. Therefore, our scholars and faculty have collaborated to produce a webpage with unaffiliated but helpful resources to cover a vast range of welfare issues. This covers everything from bullying and harassment to careers and money management.

HLA Listen

Lead: **Ahmad Elmansouri**



Ahmad
Elmansouri



Nadi
Mnyama



Tinaye
Mapako

| Spotify: To Build a Leader Podcast.

The HLA Listen project first launched in 2017 as a collaboration with Medics Motive (led by Kundai Rukambiro). It produced a series of interviews with speakers and contributors at The HLA conference. These interviews proved popular and brought the topics raised by speakers to a far greater audience. With 6.5 million adults in the UK listening to a podcast every week, The HLA sought to develop this section of the organisation further.

Enter The HLA Listen Scholars 2019/20. The group were able to successfully design and launch 'To Build a Leader' - a nine-episode, light-hearted foray into the world of leadership skills, the format of which appeals to a wide range of people from different backgrounds. Alongside a successful campaign, the podcast, in its first four weeks, was able to secure an audience of 400 listens, 250 impressions on LinkedIn, thousands of views on Instagram and 200 engagements on Twitter.

The content aligns with The HLA scholarship flipped classroom framework 'HLA Learn', and podcasts produced this year will be referenced in the programme for future scholars. Collaboration with The HLA blog team resulted in a blended learning framework with the release of a set of 'Leader Notes' to accompany each episode. The scholars who delivered HLA Listen also collaborated with one of The HLA's most renowned projects, the 'Women in Healthcare Leadership 100 Women Project', in a riveting interview delving into the minds behind the project.

Future Direction

HLA Learn will publish a training module based on the hard work and lessons learnt by the team. This module will provide the capability to upscale HLA Listen into a platform consisting of multiple mini-series. The scholars will have the freedom to select topics which they are passionate about and align with The HLA's values to give them creative control of what is ultimately a labour of love. More collaborations with other projects within The HLA would be encouraged and supported.



Research



Lead: **George Miller**

Vision

All healthcare professionals in all stages of their careers stand to benefit from access to leadership education. Yet there is a lack of robust evidence for the most effective and novel educational techniques. We hope to address this evidence gap.

Our Plans

Over the coming years, The HLA will continue to grow in both its reach and its membership. We will work to foster the development of scholar-led research projects, encouraging engagement in innovative research techniques and independent development of research areas of interest. We will provide mentoring and support for

every stage of research from idea inception, research design, statistical analysis and manuscript preparation to the dissemination of findings.

Areas of Research

What do medical students and doctors want from a healthcare leadership programme?

We have conducted semi-structured interviews with all members of the first cohort of HLA scholars to assess their anonymised feedback on the course. We transcribed each interview and analysed to identify common themes using NVivo. This data has formed the basis of a qualitative study investigating scholars' preferences and experiences of leadership training. A manuscript is currently being prepared to disseminate our findings.

Students' Perspectives on Medical Leadership Education: A Four Year Follow-Up

We conducted a review of HLA scholars' experience of the programmes. The scope of this work includes analysing the impact the course had on their lives, how it has influenced the trajectory of their careers and how it will shape their approach to leadership in later life. We are focusing on the development of and reflections on the leadership course nationally over several years. A manuscript is currently being prepared to disseminate our findings

A Review of Medical Leadership Education

We conducted a review of informal and formal leadership courses utilised by current healthcare leaders across the country. This work includes both a literature review and direct questioning of medical directors across the country.

Research to Support Women in Healthcare Leadership

Scholars of The HLA are working to highlight barriers and enablers to female career progression within the NHS. This study consists of focus groups, with each group composed of women at different stages of medical seniority. We aim to advance understanding of perceived and actual barriers, outline positive facilitators and identify potential solutions for the current gender inequality in medical leadership positions.

The Connect Project

Connect has been created to facilitate collaboration between researchers, doctors, students and educators in an open manner. This project provides students with access to research opportunities both within The HLA and across academic institutions. Connect takes the form of a central website platform that has thus far successfully advertised over 100 research projects during a pilot at Southampton University. We have enjoyed both regional and national attention; recently receiving a national digital education prize. www.connectproject.co.uk

Work with Medics.Academy

We have partnered with Medics.Academy to create several online courses and programmes. We will validate our synthesised learning approach by incentivising a proportion of candidates who take our courses to anonymously report the score they obtained in the real exam and the average pass mark, and after that publish the results.

Not Just a Medical Student: Delivering Medical Education Through a Short Video Series on Social Media

HLA Alumnus Nadine Abbas has produced a peer-reviewed paper in JMIR discussing the use of medical education videos and social media in medical education. These innovative methods inspire, engage, and inform students, proving a useful contribution to the evolution of medical education.

The Leadership Blog



Lead: **Tayyib Goolamallee**



Mohammed
Alwan



Verona
Beckles



Mayowa
Osinibi



Amar
Mohammed Ali

Overview

The HLA Leadership Blog has always boasted an array of high profile and highly influential authors such as the likes of David Haslam, Neena Modi, and our very own Johann Malawana. We are delighted to publish pieces on a fortnightly basis to our HLA audience and always to have them so well received. This year, our highly motivated and dedicated team of five, led by Tayyib Goolamallee, has been fortunate to continue this success while working collaboratively with the BMJ, MedicsAcademy, and other streams of The HLA.

Our pieces have only grown in diversity, acknowledging notable leadership, challenging out-dated hierarchy, providing golden advice from mentors to mentees, and profound lessons that have come from challenging times.

Future direction

We hope this year to bring you more content that is highly relevant, showcases our leaders of the future, and continually inspires its readers. This year we will also reach our 100th blog post, so join us as the blog celebrates this fantastic achievement.

Additionally we are facilitating 2020-21 blog fellowships, in partnership with MedicsAcademy. Our fellows will produce specific series of interest to our readers. We also aim to improve the accessibility of our online content, through improving tagging functions and navigation of the blogs on the website.

Scholars' Blog

Lead: **Ratan Gor**



Ratan
Gor



Daniel
Huddart



Eleanor
Budge



Katherine
Maskell



Tomisin
Otenigbagbe



Emma
Hawthornwaite

HLA scholars are encouraged to write their own blog piece, reflecting on their projects, experiences or passions. Their piece is then published on their LinkedIn accounts, and signposted to through our various HLA communication mediums. Our editing team of six, led by Ratan Gor, supports them in this process. The HLA programme encourages scholars to develop in all aspects of their communication, and the written medium is not forgotten in this. We have seen some great international networks develop as a result of interest in scholars' pieces, and we will continue to encourage our next round of scholars to engage in this process.

Campaigns Module



Lead: **Jingy Alom**

Over the last year, we introduced a new campaigns module that ran parallel to the scholars' leadership projects. Scholars planned, executed and evaluated a campaign. They worked in small groups within their cohorts or as individuals, with the impact of the campaign measured with established metrics. Scholars discussed and reflected on their campaign with their mentors and fellow cohort. The campaigns were assessed by reviewing the campaign's GANTT chart, a 300-word report and a video-summary.

Due to the success of this module this year, we will run it again for the next year, and develop it further based on scholars' feedback.

WIHL

WOMEN IN HEALTHCARE LEADERSHIP



Lead: **Carina Dowson**



Rafia Miah



Lauren Leightell-Brown



Kathryn French



Jennifer Illonze

Mentors:



Hazel Awarah



Shivani Mahapatra



Pooja Prior



Eleanor Budge

This year, two separate HLA projects have combined; the Women in Healthcare Leadership team and the 100 Word Project. In 2018, The 100 Word Project was established, and over 100 days, the project focused on resilience in healthcare. This year the WIHL took on this project, starting on 30th November 2019 and running until International Women's Day on the 8th March 2020. The project focused on inspirational female leaders in healthcare: 100 women over 100 days.

The overall objective of the WIHL team is to work towards removing gender as a barrier to pursuing leadership roles. The aims of taking on the 100WP project were to showcase the great work done by so many women while inspiring and encouraging others to achieve their full potential.

Women featured were nominated by peers and were asked three questions; what their most significant achievement was, what would they tell their younger selves, and to describe themselves in three words. Across Twitter, Instagram, Facebook and LinkedIn, we shared their inspirational words and full responses.

Results

The women who were featured were from a variety of health professions and with a broad spectrum of career experience, from students to past Presidents of Royal Colleges.

They shared prominent life events, personal reflection, and heartfelt advice. The project followed on from the original project's success, with over 780,000 impressions on Twitter alone, over 1,000 impressions a day on Facebook, and 600 daily via Instagram. It was supported by men and women alike, with many responding with high praise, such as, 'it's the post that I look forward to every morning' (Cristina Costache – Facebook). The WIHL twitter account increased its followers by 100% over six months while increasing the profile of the WIHL team members.

We published a joint blog sharing some of our highlights with the BMJ: <https://blogs.bmj.com/bmj/2020/03/06/celebrating-100-women-healthcare-leadership/>

Future Perspective

This project has allowed many brilliant women to share their collective knowledge, as well as inspiring others to be their best self. The hope is that the effects felt by this project continue into the future. We hope the readers have been inspired to believe in themselves and what they can achieve.

Posts are available on Twitter @100wordproject, Instagram on 100wordproject and the100wordproject on Facebook.

HLA Conference 2019



Lead: **Sida Mao**



Rafia
Miah



Simon
Phillips



Raoul
Li-Everington



Jingy
Alom

HLA Conference 2020

The third annual conference took place on Thursday 11th December 2019 at Amnesty International Headquarters, London, selling out in record time with over 200 attendees. The conference had great keynote speeches, panel discussions, workshops, oral presentations and poster presentations.

Keynote Speakers

We were grateful to have a collection of inspirational health leaders talk about their experiences of leadership and their career journeys. We thank Professor Dame Jane Dacre, Professor Neena Modhi, Dr Marie Louise Sunde, Naeem Ahmed, Tayyib Goolamallee, Carina Dowson and Johann Malawana for providing our delegates with a series of unique talks.

Panel Discussions

This year our panel discussions touched upon two topical issues: resilience and widening participation to medicine. HLA scholar, Raoul Li-Everington led a fascinating conversation on resilience with a diverse panel of speakers. With HLA faculty member Jingy Alom bringing a star-studded line up of leaders in widening participation to discuss the role of the field in addressing the current workforce crisis within the NHS.

Workshops

We were able to host nine workshops which provided interactive and hands-on experiences for our delegates to learn, network and collaborate while developing critical skills in leadership. Special thanks to Healthcare UK/Department of International Trade, Forward Healthcare, British Medical Association and our amazing workshop hosts for delivering such memorable experiences for our attendees.

Oral Presentations and Poster Presentations

We thank all our delegates and project presenters for showcasing their innovative and fantastic projects. We saw delegates exchange ideas, network and collaborate on their current projects and ideas. We hope year-by-year we establish our conference as a go-to platform for our healthcare workforce to collaborate, innovate and communicate.

A special thank you to our hardworking conference team and the staff at Amnesty International, without this conference would not have been a success.

Future direction

Due to the impact of COVID-19 and the success of our online conferences, we will be delivering our 2020 Conference online.

Find out more here:

<https://thehealthcareleadership.academy/conference/>

HLA x Lords



Lead: **Jess Leighton**

Over the last year, HLA's crossover event at the House of Lords happened against all the odds; even British parliament itself being closed for the day didn't stop us! The day brought together current field-leaders, and future health leaders, with the theme 'Who is missing?'. The morning focussed on who is missing from the current patient group we serve, and the afternoon looked at who is missing from leadership posts; specifically, women.

Thirty delegates attended the Athenaeum Club, London, on 19th September 2019, despite the prorogation of parliament. Delegates were invited based on their record of impact in this area and some scholars obtained a place via a rigorous application process.

We started with Alex Bax of Pathway UK, hearing about the work they do to serve the healthcare needs of those experiencing homelessness, and then from Chris Dayson, a researcher for Sheffield Hallam University, leading the field in social prescribing. HLA scholar Ali Alam chaired a discussion about who else is not served adequately by UK healthcare, with input from guests and attendees. Topics covered included migrant health, healthcare for those in prison,

and those experiencing mental illness. Jessie Lee, a scholar at The HLA, wrapped up the morning by showcasing her work on the Equity Challenge and their successes so far.

After lunch, abuzz with discussions from the morning, we reconvened to tackle the issue of female representation in leadership. Our first speaker was the brilliant Marie Louise Sunde, founder of the #ShesGotThis movement, who talked about her experiences setting up this movement and fighting for female representation. Rebecca Lissman, an HLA scholar, then chaired our afternoon panel, featuring input from business leaders, healthcare leaders and several scholars covering everything from missing data to less than full-time training provision and sexual harassment.

The afternoon was a whirlwind and concluded with more networking in the Athenaeum gardens. The whole day was a testament to The HLA, the input from influential leaders looking to inspire the next generation, and the excitement of current scholars seeking to take the baton. The day will undoubtedly spark more partnerships for the future, and leaves us all with the question: what's next?

Virtual Summit



Lead: **Emma Oostenbroek**

Emma
Oostenbroek



Eva
Boomstra



Anuska
Mahes



Jade
Okene



Emma
Tonner



Frederiek
Bosman



Jonathan
Leegwater

After a very successful first edition of The HLA Summit in Oslo in 2019, we organized our second edition of The HLA Summit for March 2020 in Amsterdam. Our vision was to hold an inspiring and thought-provoking weekend for HLA scholars, alumni and the wider HLA community.

The theme “Universal Healthcare” created a broad programme enabling senior speakers to share their expertise on leadership, entrepreneurship, medical education, technology and innovation, and global health. ‘Pitch Your Project’ enabled attendees to promote an innovating and inspiring idea to improve healthcare with this, followed by a hackathon to involve all attendees.

Everything was in place; however, only three weeks before The HLA Summit was going to happen, the world was facing a very different situation, the COVID-19 pandemic. We drastically changed our plans, and in line with the philosophy of The HLA, drew on our

strengths within the team to create a virtual edition. By going online, we were able to reach a global audience and invite worldwide experts. We adapted the theme to include the caption ‘Strengthening Healthcare Systems through a Pandemic.’ Unfortunately, the hackathon was no longer possible but replaced by a panel discussion with doctors from China, Europe and the US. Attendees still had the option to virtually meet and exchange thoughts and ask questions on our social media channels and our Slack channel creating an inclusive environment in our virtual “Coffee Rooms”.

With over 700 applications online, this first virtual event, The HLA Amsterdam Virtual Summit, was more than a success in my eyes. It was an honour to lead this fantastic group of scholars, and I am very much looking forward to witnessing their next steps within The HLA and their healthcare careers.

F|DOCS



Lead: **Hiba Khan**

F|Docs was delivered as Hiba's HLA project.

F|Docs is a programme of support for final year medical students and foundation doctors that arose after the Secretary of State for Health and Social Care stated that final year medical students would need to step up to clinical work as part of the national response to Covid-19. Many students approached us with their worries around coping as new doctors on the ward without completing their training. In response, we decided to give our 'Prep for F1' course for free and dedicate resources to continue helping our newest colleagues.

Within just three weeks of releasing the course, we had 3007 enrolments to F|Docs; over 55% of the UK final year medical school cohort - a clear indication that there was a need for this kind of support. We delivered webinars and e-mentoring sessions as well as partnering with 'The Class of Corona' podcast and Dr. Felix Torrance's F1 reference library.

We have received fantastic feedback from F1s from across the UK:

'F|Docs has been my primary source for information for how to be a good F1 during this Coronavirus crisis...'
Incoming NW London F1

'It has really useful tips and clinical knowledge that doesn't get taught at all or barely in assistantship posts. Gives final years an idea as to what to expect as this is quite a daunting time.'
Incoming Trent F1

'F|Docs has helped us to be better and safer doctors. It's given me extra support with the transition from being a medical student to foundation doctor. It's helped replace missed opportunities on clinical placements due to COVID.'
Incoming Oxford F1

As our F|Docs community continues to grow, we are working on more innovative, technology-enhanced solutions to provide high-quality medical education and support to doctors in the early stages of their careers.

HLA Response to COVID-19

| Our partnership with Medics.

Academy has always allowed us to deliver pre-recorded online content to scholars ahead of their contact days. This mechanism works well to allow the communication of fundamental theory and learning points before the group sessions. As scholars undertake this preparatory work before attending, the group sessions can then be focussed more on interactive tasks and workshops.

Given the extraordinary challenges posed by the COVID-19 pandemic, The HLA adapted its approach to content delivery during this time. With support from our partners at Medics. Academy, we have expanded our use of online technologies to deliver live virtual 'face-to-face' sessions for our 2019-20 scholars. While maintaining our strict attendance policy, we acknowledged that many healthcare workers found their pre-approved study leave was cancelled. Therefore, we adapted our approach to allow scholars to attend the sessions run by a different cohort to their normal one.

Additionally, our conference planning team for The HLA Summit managed to re-design and re-organise the entire event to be delivered online. Inspired by their successful transition to online platforms, we partnered with other names in Medical Education to provide the MEDCOVID Conference.

The MEDCOVID Conference



Lead: **Pedra Rabiee**



Timothy
Chu



Alastair
Coulson



Eamon
Rawlins



Bence
Baljer

The Medical Education During COVID (MEDCOVID) conference, on 6th June 2020, provided an opportunity to share and learn from medical educators and innovators creating change and growth during the period of lockdown. There was tremendous development, adaptation and deployment of the same rigorous pedagogy and other untested methodologies over online platforms. With our partners at ASME, TASME, JASME and Medics.Academy, we were able to organise a fantastic conference with many high-profile speakers, with a few weeks of very intensive planning. The conference facilitated and encouraged the sharing of ideas in support of the rebirth of educational institutions inspired by the new strategies and approaches. The event was co-chaired by Pedra Rabiee and Professor Derek Gallen (President of ASME). Our partners at Medics.Academy worked incredibly hard to facilitate the technology which was necessary for conference; we are indebted to them for their help.

We had over 2000 attendees from across the globe, wide social media engagement, various keynotes, virtual posters and presentations from a wide range of individuals.

You can access the conference here:

https://www.medics.academy/courses/medical-education-in-the-time-of-covid-19?th_ug=451e0314

Partnership with:



The HLA programme continues to deliver a successfully accredited programme with the Institute of Leadership and Management.

This year the following HLA Faculty were awarded Fellowship of the ILM (FInstLM).

Ali Alam
Dina Saleh
Emma Oostenbroek
George Miller
Ilse Blomberg
Jim Determeijer
Jingy Alom
Ratan Gor

Partnership with:



The HLA and Medics.Academy have continued to develop the partnership that allowed The HLA to upscale our operation across the UK and to plan expansion into Europe. Medics.Academy continues to support The HLA with significant resources including staff support, IT infrastructure and other resources. The monetary value of the support provided by Medics.Academy over the last 12 months has exceeded £100,000. This ongoing support has been vital to ensure The HLA can establish a globally recognised brand and reputation for innovation in education and training in our area.

Medics.Academy continues to develop significant scaled programmes in leadership for HLA. The HLA is benefitting from this by establishing multiple long term funding streams that allow us to grow our work. The scaled education programmes also achieve our primary objective as an organisation.

Partnership with:



MDU



Lead: **James Olivier**

History of the MDU

In 1884, a landmark case resulting in a doctor's wrongful conviction for the assault of a patient caused outrage amongst the profession. The trial used no expert medical evidence, arguably resulting in the doctor wrongly convicted. The need for a body to protect the professional reputations of clinicians was desperately needed. In 1885 The Medical Defence Union (MDU) was established as the world's first Medical Defence Organisation (MDO). Since then Membership has grown from 6 founding members to over 200,000 today.

The MDU Today

The MDU is a not-for-profit mutual organisation, owned by its members, who pay an annual subscription in anticipation of guidance, support and defence of medico-legal matters arising from their clinical practice of medicine.

The MDU and the HLA

The HLA has formed a good working relationship with the MDU and continues to foster these links. Critical infrastructure on which to build this venture will be available for the upcoming 2020/2021 cohort of HLA scholars. In conjunction with Medics Academy, a programme will enable the mutual benefiting of all parties.

Scholars will be able to network with medico-legal professionals and gain valuable experience in this often under-represented part of working as a healthcare professional. A key topic of interest for upcoming scholars will be how we best support clinicians who require medico-legal assistance and to implement wellbeing resources tailored to these individuals.

Social Media

Our social media reach is rapidly growing, providing a great network to share scholars' projects, disseminate blogs, advertise opportunities, and link to other useful information from The HLA. We have greatly appreciated the work of our HLA Communications Fellow 2019-20, Tomisin Otenigbagbe. We have a detailed HLA Communications Review and Strategy, and have identified a number of goals to achieve over 2020-21.

Check out the following channels to see what we've been up to:



@HLA_int > 3,500 followers



HLAint > 1,300 followers



hla_int > 350 followers



The Healthcare Leadership Academy > **2,700 followers**



The Healthcare Leadership Academy > **300 subscribers**

London



Akiko
Fukui



Aleksander
Dawidziuk



Alex
Osborne



Chiara
Cattrra



Cristina
Osborne



Devina
Maru



Emma
Tonner



Fatima
Ali



Hannah
Gillespie



Hiba
Khan



Jacob
Oguntimehin



Nikita
Punjabi



Olamide
Dada



Oliver
Griffiths



Raoul
Li-Everington



Vardah
Alam



Yousef
Eltuhamy

Newcastle



Aakash
Rai



Carina
Dowson



Colene
McLoughlin



Elizabeth
Ashikodi



Alastair
Coulson



Ben
Simpson



Bence
Baljer



Elaine
Winkley



Felix
Liu



Felix
Torrance



Hannah
Morton



Hayley
Coleman



Gareth
Dobson



Haroon
Ahmad



Joseph
Battle



Laura
Stuart



Jeffry
Hogg



Jennifer
Illonze



Millie
West



Pedra
Rabiee



Lauren
Leightell-Brown



Michael
Goodfellow



Nandi
Mnyama



Phil
Atkinson



Rebecca
Yates



Riddhi
Shenoy



Timothy
Chu



William
Doherty



Samuel
Latham



Vanessa
Kocia



Zach
Shellman



Ahmad
Elmansouri



Alexander
Lee



Amelle
Ra



Catherine
Moore



Sofia
Miah



Harsh
Samarendra



Joe
Ziegler



Kathryn
French



Dushen
Murugiah



Eamon
Rawlins



Hazel
Awarah



James
Oliver



Kieran
Robinson



Rachel
Perry



Rafia
Miah



Rani
Robson



Jenna
Hussein



Junaid
Fukuta



Rachael
Palmer



Rosie
Spooner



Shivani
Mahapatra



Simon
Phillips



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Bedi



Tinaye
Mapako



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Jennison



Sophie
Smith

Amsterdam



Bo
van den Berg



Carol
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Caroline
Heuschen



Eva
Boomstra



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Hussein
Al-Rubaye



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Verweij



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Azizzada



Tommy
Hokkeling

Tutors, Facilitators and Speakers



Colby
Benari



David
Bell



Leslie
Hamilton



Peter
Cave



Alyson
Williamson



Archy
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Neena
Modi



Suzanne
McCarthy



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Johann
Malawana



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Tom
Dolphin



Tom
Foley



Adam
Williams



Arrash
Yassaee



Christer
Mjaset



Colin
Brown



Dina
Saleh



Ellen
McCourt



George
Miller



Justin
Varney



Ram
Moorthy

Future Plans

The HLA Has grown rapidly in the last four years, and we are very proud of our team for everything it has achieved. However, we have significant ambitions for the future, to grow a community of individuals that care about health systems and want to make a positive impact on them. Our ethos is to support one another to promote the concepts and ideas that we all bring to our community.

Over the year, we have built up our infrastructure, processes and support mechanisms. Our plans for the coming few years include increasing the programmes we offer, consolidate our processes and structures and scale the proposition to a growing audience of clinicians across the globe. Our aim, having achieved financial stability, is to invest growth and the priorities for our community. We have identified several opportunities for innovation that can immediately benefit and fulfil our aims and the community of extraordinary clinicians that we have been fortunate to grow and nurture.

Our primary focus for the scholars' programme is to grow the programme internationally and to diversify the programme to nursing, midwifery and allied health professionals colleagues to ensure all future healthcare professionals and leaders enjoy the full benefit of The HLA. We have developed programmes that are more accessible to a broader range of clinicians, and we are developing educational experiences with our partners at Medics.Academy that is genuinely leveraging technology to deliver globally scalable soft skill education and training in healthcare leadership.

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● Leadership
● Academy

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<https://www.youtube.com/channel/UCK4OpGJKY3G54ZYNTv-T8Eg>

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 Medics Academy



MDU

NHS
Health Education England

selfless.



Council of
Deans of Health



**National
Guardian**
Freedom to Speak Up

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**LEADERSHIP
& MANAGEMENT
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 **S** Social Enterprise UK
Certified Member

 **Patchwork**