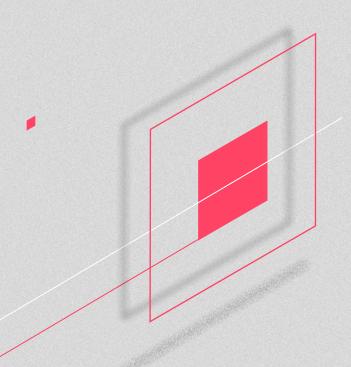
Healthcare Leadership Academy

Community Report 2019

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Community Update

The vision for The HLA was to create the opportunity for a different style of leadership in healthcare, with a different emphasis. Throughout my career, leadership in healthcare has been focussed on managing chaos. Vision, Ambition and Ideas have been the preserve of the very top of the system. Whilst standard leadership mantras are espoused such as empowering individuals at all stages in the system, or dissemination of decision making power, the reality has felt very different. We have seen people feel disempowered in our health systems. With those systems growing more complex, the lack of training and understanding of leadership has meant clinicians feel even less able to improve it.

The HLA started in December 2016. Since it began, we have been fortunate to see the growth of a vibrant community. That community is made up of scholars from across healthcare and from several European countries. Our faculty is drawn from incredibly talented individuals from across wider society that dedicate their time and energy to help develop the scholars and the programme. The community is growing rapidly due to the popularity of the programme as well as increasing institutional support. We continue to attract sponsorship and increasingly are commissioned to deliver integrated programmes built into recognised national training systems.

Having started as a website, less than three years later, we are a nationally and internationally recognised thought leader in our field. We have more than doubled in size each year with 2019-2020 seeing an increase to 6 cohorts in 4 cities and over 100 scholars being recruited.

As well as the development of the programme, we have managed to establish our financial stability through multiple lines of revenue. Although our budgets are tight, we have managed to grow the budgets sufficiently that we can start thinking about the long term development and growth of the organisation and start thinking about a multi-year strategy. We will aim that in 2020 we will develop our first 5-yearstrategy as we get into a better position to form a long-term development plan.

Foreword by Johann Malawana

O director@thehealthcareleadership.academy

Scholar Programmes

London

In 2018-19 we held our 3rd programme in London. It was supported by Medics.Academy who hosted the programme. The London programme continues to be aimed at students and health professionals early in their careers. The programme has moved to being run in paired sessions across a weekend as opposed to individual Saturdays. This has allowed greater interaction between the scholars through socialising.

Newcastle

2018-19 saw the start of the Newcastle cohort. This programme was commissioned by Health Education North East - Health Education England (HEE) and was based on the original London Programme but with a slightly different structure and emphasis. It was clustered around three 3-day sessions. This proved very effective at creating a greater interactions and sense of being a group. The programme also attracted a wider range of participants in terms of experience and age. The lessons of holding three, day-long back-toback sessions demonstrated the benefits of clustering sessions such as strengthening of the community aspects of the programme.

New programmes (Bristol and Amsterdam)

In 2019-2020 there will be a programme running in Bristol that has been commissioned by HEE Severn. There will also be a programme in Amsterdam (delivered in English) that came out of a project by scholars: Ilse Blomberg (Cohort 3), Emma Oostenbroek (Cohort 3) and Jim Determeijer (Cohort 2). This will be our first programme outside the UK. We hope we will be able to grow the cohorts so that there can be wider access to our community and the programme we have developed.

HLA Learn

Powered by: ________ edics. Academy

HLA Learn

HLA Learn is an amalgamation of content produced with the team at Medics.Academy. It gives The HLA a body of technology enhanced learning content, allowing us to scale The HLA provision and develop a wider range of programmes. Our aim is to make resources available to a wider group of people than currently can benefit. We have been able to use the Medics.Academy platform to initiate a flipped classroom strategy allowing the time scholars spend in the programme to be dedicated to practical workshops, rather than didactic teaching. This has allowed us to more easily plan the scaling of the programme and the whole HLA. Through The HLA Learn content, we have been able to reach a wider audience by offering The HLA Learn content freely to our deanery partners so that they can make it available to a wider range of clinicians. This exposes more people to the work of The HLA therefore fulfilling our objectives as an organisation.

The team at Medics.Academy have given us education, communication, branding, scaling and commercial support-expertise that has resulted in The HLA's ability to scale rapidly and deliver a consistent experience.

Medics.Academy and The HLA have independent governance structures with an assigned independent Director in The HLA that looks at any relationships that overlap between the two organisations.

HLA Listen

We have spent some time developing a HLA podcast channel but this is work in progress. We hope that over the coming few years, we will be able to develop this area of The HLA more fully and create a long term, sustainable resource using the medium of podcasting that connects with our wider audience and community.

Qualifications, Accreditation and Subscription

The HLA has developed a partnership with the Institute of Leadership and Management. Our first formal subscription was initiated in 2019. We had 26 subscribers from a potential pool of just under 100 people. Our intention is to grow this offer and create a sustainable long-term programme of CPD and gualifications for The HLA community. Following this success, we are developing a series of programmes that would be more widely available. As our subscription base grows, we will develop specific services and opportunities for subscribers to gain value from their support of The HLA.

Mentoring

Lead:

Dina Saleh

HLA Faculty Member (2018–19), previous HLA scholar cohort 1 (2016–17)

(Q dina.saleh@thehealthcareleadership.academy

Purpose

The purpose of the mentoring scheme is to provide additional support and guidance in The HLA through a semi-formalised structure. One of the appealing factors of The HLA programme is developing relationships with fellow health professionals, at an early stage in a scholar's career. This is an opportunity to have a source of professional guidance within the leadership roles of a healthcare career. For most healthcare students and professionals, the ability to access individuals with significant leadership experience, outside of clinical leadership, is relatively rare. The mentoring scheme connects scholars with a variety of impressive faculty members with a plethora of leadership experience and skills. Through our community, we encourage scholars to develop peer mentoring relationships across the cohorts.

The mentoring schedule for the year is primarily designed so that Faculty members and scholars can undertake the sessions remotely to make the process easier to manage. It is based on each scholar having access to four sessions per year involving the Faculty tutors and 2-3 peer mentoring sessions. These are a mix of small group sessions and individual sessions.

Potential changes for 2019-2020

For the next cohorts, there is potential to consider different options for collating feedback and tracking progress within the different mentoring groups. Scholar engagement within the mentoring scheme is crucial to ensuring maximum benefit for all involved. Other considerations include creating uniformly sized mentoring groups and a development of the matching process.

Ideally, we will continue to work with the Academy of Medical Sciences material to develop our mentoring scheme. We hope to continue to use their materials in order to ensure a fruitful mentoring scheme.

Pastoral Care

Lead: Justin Varney

HLA Faculty Member (2018–19)

justin.varney@thehealthcareleadership.academy

We have a duty of care to our faculty and our scholars to support their health and wellbeing during their time with us. We help them build the skills and coping strategies to enable them to achieve their potential in ways that enrich and enable their lives and relationships rather than lead to burnout and exhaustion.

Our vision is to create a critical mass of healthcare leaders, compassionate leaders with high levels of personal insight and a strong suite of skills. These leaders will be able to balance their work and personal life so they remain fulfilled in both, as their career progresses.

We support faculty and scholars through a combination of self-service online learning modules and resources, and taught content as part of the faceto-face teaching programme. Through the nature of the relationships of trust formed through The HLA, scholars sometimes disclose significant health or personal issues, including bullying and harassment or experiences of abuse and violence. The HLA has a protocol for handling these situations in confidence and to support and signpost the scholar and the faculty member to access appropriate specialist support.

This pastoral approach for the academy is overseen by the Faculty Lead for Pastoral Care, Dr Justin Varney. Dr Varney is an experienced leader with over 20 years' experience in the health and public health systems working at local, regional and national levels, and for many years led the national programme on work and health for Public Health England.

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Research Geor

George Miller

HLA Faculty Member (2018–19), previous HLA scholar (2016–17)

oresearch.lead@thehealthcareleadership.academy

Data collection by:

Nadine Abbas Rebecca Lissmann HLA scholars cohort 1 (2016–17)

1

Healthcare Leadership Academy interventions to improve health workers' leadership performance: a retrospective realist synthesis and literature review.

We have conducted semi-structured interviews with all members of the first cohort of HLA scholars to assess their anonymised feedback on the course. Each interview was transcribed and analysed to identify common themes. This work will form the basis of a future publication.

)

Research To Support Women In Healthcare Leadership: Scholars of The HLA are working to highlight barriers to female career progression specifically within the NHS, identifying enablers relevant to women at all stages of their medical careers. This study is being conducted in the form of focus groups, with each group comprised 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.

www.thehealthcareleadership academy/wihl/

3

The Connect Project: Connect has been created to facilitate collaboration between researchers. doctors. students and educators in an open manner. This is primarily intended to provide all willing and able students with the ability to access research opportunities both within The HLA and across academic institutions throughout the country. Connect takes the form of a central website platform that has thus far successfully advertised over 100 research projects during a pilot in Southampton University. We have enjoyed both regional and national attention; recently receiving a national digital education prize.

www.connectproject.co.uk

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Work with Medics.Academy:

In addition to The HLA research endeavours detailed here, we have been partnering with Medics.Academy to create a number of online courses. 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 thereafter publish the results.

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Research-Future Plans

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

Our future plans: Over the course of 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, manuscript preparation to dissemination of findings.



The Leadership Blog







=WIH



www.thehealthcareleadership.academy/the-leadership-blog/

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Lead Editor:

Navindi Fernandopulle;

Tayyib Goolam acted as Lead Editor whilst Navindi was on exam leave.

Commissioning:

Sonia Ike and Mohammed Alwan

Editing:

Verona Beckles and Mayowa Osinibi

Publishing: Sida Mao

Dissemination/Acting Lead Editor: Tayyib Goolam

Communications Director: **Melody Redman**

Progress

With a team ranging from medical students to a consultant orthopaedic surgeon, our Leadership Blog team work hard to commission, edit, publish and disseminate a range of inspiring healthcare leadership blog posts. We our indebted to our amazing team, who have published pieces from a wide range of authors.

On 25th January 2019 we released our 50th blog post since 10th March 2017!

One recent highlight was our joint release of Why is staffing still a problem in the NHS? Lack of flexibility may be the answer (Dena El-Sawy, Emma Cox, Lord Archibald Kirkwood of Kirkhope, Johann Malawana) with BMJ Opinion. This piece explored discussions which started at our HLAxLords event in October 2018. We were delighted to find that within 5 days it had received 1442 page views, moving it to the 'Most Read' section of BMJ Opinion.

Scholars' blogs

Content:

We encourage scholars to share their ideas directly via publication on LinkedIn. These pieces are available on each scholars' LinkedIn account. Our intention is for these pieces to also be available on The HLA website.

Lead Editor: Ratan Gor

Editing: Katherine Maskell and Liz Pillai

Communications Director: Melody Redman

linkedin.editor@thehealthcareleadership.academy

Progress

The Scholars' blog team supported the 2018-19 scholars, advising and editing the blogs prior to dissemination. The pieces are published on the scholar's LinkedIn account and then promoted through HLA social media accounts and through our weekly email updates.

We have had some excellent pieces, and this has been a great opportunity for scholars to share their views on a range of topics.

Our LinkedIn blog editorial team are all HLA alumni lead by Ratan Gor, to support scholars improve their writing skills.

Future Ideas

1. We will extend the service to all scholars in the community so they are welcome to contact the Blog/ LinkedIn team with their ideas. The media channels and publicising apparatus The HLA has, compared to any one individual, help the articles and ideas gain publicity and engage a wider audience.

2. A graphics team/individual with skills in creating professional banners to improve the aesthetic of future pieces, allowing HLA pieces to stand out and improve consistency of branding.

HLA website



Progress

Ali Alam led the development of The HLA's website this year. The aim was to make our website an informative and easily accessible platform for prospective applicants, current scholars and those interested in The HLA. We wanted to showcase what The HLA represents and what it means to be a scholar. To achieve this, the website has been undergoing changes which were categorised into 3 stages:

1. Updating the **About Us** page to make it easier to read and navigate. This included updating the footer with the relevant information and logos.

2. Illustrating some of our scholar projects on the website, including the upcoming HLA Amsterdam cohort and Women in Healthcare Leadership programme.

3. Working to update the faculty and scholars page, to illustrate the range The HLA offers.

Editor Ali Alam, HLA cohort 3 scholar (2018–19)

@

webmaster@thehealthcareleadership.academy

www.thehealthcareleadership.academy

HLA Conference 2018

Our second annual HLA conference was held on Thursday 13th December 2018 at St James' Park, Newcastle. We had a great range of keynote speakers, panel members, oral and poster presentations, and workshops. We heard about people's personal leadership experiences, and discussed issues around diversity in leadership and how to maintain a healthy workforce, and much more.

We had over 100 attendees, 12 judges, 11 panel members, 11 poster presentations, 9 workshops, 8 oral presentations, 3 keynote speakers, and a lot of help from many others. We awarded prizes for oral presentations, poster presentations, and Twitter activity. The HLA t-shirts had their first outing too. Thank you to all who made the event a success! The priority for this second conference was to ensure that we continued to sustain our annual event. By building a history and tradition of the event, we hope to build in future years to create an opportunity for more people to engage with, and learn about The HLA.

Our 2019 conference team have been assembled, and planning is underway. Our 3rd annual conference will be held on Thursday 12th December 2019 at Amnesty International UK, 17-25 New Inn Yard, London, EC2A 3EA.

Grab your tickets!

www.thehealthcareleadership.academy/conference

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HLA xLords

HLAxLords2018 - Convenor - Dena El-Sawy

A hlaxlords@thehealthcareleadership.academy

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The HLA hosts an annual event at the House of Lords each September. This is an opportunity for Scholars to showcase projects, take part in debates and be exposed to political and policy topics.

The event focused on the challenges currently faced by the NHS, particularly the staffing crisis and changing demographics. This broad topic paved the way for some innovative thinking regarding the challenges faced as well as possible solutions. Two panel discussions took place, featuring doctors, academics, paramedics, nurses and scholars who are experts in their field which created a dynamic discussion.

The 2018 event also gave the opportunity for scholars to showcase their projects; Jess Rees, Jess Anstee and Axie Finch's 100 word project and Sonia Ike's Motivating Medics project.

The Twitter moment from the event can be found at : www.twitter.com/i/ moments/1038051669395877889

The next HLAxLords event is being organised by HLA Cohort 4 scholar, Jess Leighton.

"Really enjoyed the debate at #HLAxLords about workforce solutions. Broad agreement on need to value staff to retain them, keep the teams supporting each other (including, but not limited to, when complaints occur), be more imaginative about training paths to match staff to need."



Scholar-led Initiatives

The following examples are a selection of Scholar-led initiatives. These are ongoing projects, involving multiple scholars. They have successfully delivered significant resources or change in the wider healthcare environment. This is just a small sample of the amazing projects scholars are undertaking, and serve as a way of highlighting what HLA scholar projects are capable of achieving.

Women in Healthcare Leadership



Co-leads: Eleanor Budge and Pooja Jassal-Prior Research team: Emma Hawthornthwaite and Aisha Tahira Presentation lead: Jess Rees Communication team: Chloe Gimbuta, Navindi Fernandopulle and Lidija Rakic Legacy lead: Lidija Rakic





wihl@thehealthcareleadership.academy

www.thehealthcareleadership.academy/wihl





Progress

The Women In Healthcare Leadership (WIHL) project launched in 2018 with three objectives:

1. Firstly to assess the current state of play: to determine how many women hold leadership roles? Is this reflective of the NHS' workforce? If not, why? Are there boundaries? If so, what are they, when do they present themselves and what solutions can be proposed?

2. Secondly to create informative and inspirational material. With The HLA's backing and network, we have curated a 6-part series of widely read articles in collaboration with The Leadership Blog, engaging an audience in debate and inviting prominent leaders to share their journeys.

3. Finally and most importantly we want to impact change. The team is extremely driven to ensure this is not merely a discursive project. Going in its second year, we hope to use information we have gathered to make a real difference and ensure the project has a legacy.

In summary, our aim is simple; to ensure all who desire, have the opportunity, training and support to pursue a leadership role in order to achieve representative leadership within the NHS.

In reference to our first objective, we have researched up-to-date gender

statistics and reviewed current literature on the challenge of gender equity in healthcare leadership. We have secured ethical approval to use surveys to reach out to those who work across healthcare, from medical students to senior clinicians. We hope to share their experiences and allow us to analyse which barriers are most obstructive and what tangible solutions can be suggested. We have developed our social media channels and website and ran a media campaign in March 2019. During our campaign we gained over 25.7k impressions, increased our following by 340% with a total of 570 engagements on social media channels.

We were pleased to present our initial findings and discuss the aims of the project at The HLA 2018 Annual Conference in Newcastle and won first prize in the category for 'Leadership Culture'.

We are currently in the process of facilitating regional events in collaboration with the Medical Women's Federation (MWF). By facilitating a variety of events we hope to incite further debate and explore the current issues faced by women in healthcare leadership. This is a very valuable opportunity and we are excited about what we will be able to achieve and how we can broaden the scope of our project and engage with a wider national audience.

Want to collaborate?

If anyone would like to be involved with the project or would like to share any insight they have, please contact us at the email address above.

HLA Amsterdam

www.thehealthcareleadership.academy/amsterdam/

amsterdam@thehealthcareleadership.academy

Jim Determeijer, Medical student, HLA scholar cohort 2 (2017–18) Emma Oostenbroek, Medical student, HLA scholar cohort 3 (2018–19) Ilse Blomberg, Medical student, HLA scholar cohort 3 (2018–19)

Goal

HLA Amsterdam, as part of The HLA, is committed to the same core values: nurturing leadership, fostering frontline innovation and empowering and valuing the next generation of clinical leaders. The expansion of The HLA to Amsterdam aims to change The HLA from a local and national community into an international community. This expansion enables the exchange of ideas and collaborations on an international level.

Background

The initiative to start up a HLA cohort in Amsterdam was driven by three factors: the increased influx and interest of international scholars, an increasing engagement with The HLA content from an international community, and three driven Dutch HLA scholars determined to bring the added value of The HLA to Amsterdam.

Content

In September 2019 The HLA Amsterdam will launch its first cohort. The cohort will consist of Dutch and international junior healthcare professionals and students. The session content will be similar to the UK cohorts, but will be delivered by a mix of UK and Dutch faculty members. To realise this, The HLA Amsterdam is adding international faculty members to The HLA network.

Progress

The HLA Amsterdam team is reaching out to leaders in the Netherlands to create a diverse network of Dutch faculty members. The HLA successfully launched and recruited a diverse cohort of scholars to the 2019-2020 HLA Amsterdam cohort.

The **100 Word** Project

Axie Finch, Medical student, HLA scholar cohort 2 (2017–18)
Jessica Anstee, Qualified Nurse, HLA scholar cohort 2 (2018–19)
Jessica Rees, Nursing student, HLA scholar cohort 3 (2018–19)

The @100wordproject Instagram page still displays the project's 100 posts.

O'



In August 2018, The 100 Word Project was launched by alumni and current scholars Axie Finch (final year medical student), Jessica Anstee (newly qualified nurse) and Jessica Rees (nursing student). Their vision for the initiative was to raise awareness of the fact that challenges faced whilst training and practising in healthcare are similar across all disciplines and at all stages of training. Upon this foundation they aimed to create a community and following, which shared experiences and ideas to celebrate and inspire resilience across healthcare. The campaign was delivered using the platforms of Instagram, Twitter and Facebook and consisted of 100 posts over 100 days. Each post was unique and reflected an individual's response to 'What is resilience to you?' in less than 100 words.

The response for contributions was fantastic and varied from personal anecdotes of resilience to emotive quotes reflecting upon the challenges faced by contributors, inspiring others. The 100 Word Project team represented the multidisciplinary healthcare service and this reflected a core value of the project with contributions written by individuals at all levels of training and qualification in the healthcare service. Not only did the project aim to provide daily inspiration through sharing experiences and insight but also to create a community striving to engage and empower each other with resilience as well as celebrate existing resilience within the healthcare service.

Overall the project reached 832 followers on twitter, making 522,000 impressions, and receiving 1400 retweets with over 2900 likes. On Instagram with 602 followers, 683, 000 impressions were made and receiving just short of 6000 likes.

Highlights of the project included presenting at the HLA House of Lords event, a feature article in the BMJ and recognition by Dr Ranj Singh, Dr Mike Farquhar, Dr Zoe Williams, Dr Anthea Mowat amongst many healthcare colleagues.

The 100 Word Project set out all it aimed to achieve and more, engaging and inspiring healthcare students and professionals alike. It brought people together, made people feel part of something bigger and realise that we all face similar challenges within healthcare and can share tips and tools to help one another overcome them. This was all made possible by the support and guidance of The Healthcare Leadership Academy.

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The Connect **Project**

Working with students and trainees as partners in education and research

CONNECT.TO The quality improvement, education & training network Delivering opportunities to you

Intro

The Connect project was launched in 2016 when Callum was a Southampton medical student. The aim of the project was to create opportunities for students to get involved with, including research and career-boosting projects within his University.

Connect is now a forum for researchers, doctors and educators to easily collaborate and work with students and trainees. The project is designed to break down some of the hierarchical barriers that can occur within institutions and has a broad remit; encouraging involvement in a variety of educational activities.

Aims/Goals

By providing experiences beyond the traditional curriculum, Connect aims for students and trainees attain transferable skills, useful for a modern workplace. Projects range from teaching, to research, to events such as conferences, to volunteering, studentships and more.

Primary aims:

- To increase the availability of research opportunities for students and trainees

- To create a fairer process where these opportunities are available in a free and open manner to all who are eligible

- To improve the choice & suitability of students and trainees for clinician & academics who are running projects.

Progress/changes:

To date Connect has launched over 80 projects in the South East. Highlights include presentations of Connect's work at national and international conferences winning a National Digital Innovation award in 2017. Connect now has partnered with The Healthcare Leadership Academy to launch a UK wide service as part of HLA's growing offering. As part of this Connect will be launching an independent section on The HLA website this year with projects for scholars, trainees and students to get involved in.

Founder **Callum Taylor**, HLA cohort 2 scholar (2017–18)

The Connect Project

We identified four main output measures for higher education

- 1. Student/trainee engagement
- 2. Experience and transferable skills
- 3. Research output for HE institutions (and subsequent NSS scores and funding)

Benefits for health providers cover additional areas

- 1. Encouraging collaboration with educational institutions and technology firms
- **2.** Improving the value of quality improvement projects
- 3. Providing extra-curricular learning opportunities that will benefit the trainees, hospital and trust









Kerwan



Clara Bratholm



Dina Saleh



George Miller



Jack Heywood



Jahangir Alom





Nadine Abbas

Rebecca Lissmann



Shreya Badhrinarayanan



Will Atkins









Andreas Habberstad

Axie Finch



Callum Taylor



Elizabeth Pillai



Hugo Horsfall





Determeijer



Katherine Maskell



Ratan Gor





Riana Patel



Sagheer Hanif

Utkarsh Ojha



Zeinab Ruhomauly



Usama Khan















Lidija



Maredudd

Harris











Christian Eichhorn



Ali Alam



Dena El-Sawy



Leighton



Nanapragasam



Ellen Meredith





Emma Hawthornthwaite











Colin Hill



Rille Pihlak



Prowse





Pooja Jassal-Prior



Olubunmi Arogunmati



Matthew Dickson



Carr







Johann Malawana





Jahangir Alom



Derek Gallen



Julian Archer



Matthew Prior



Melody Redman



Roshana Mehdian



Tom Dolphin



Tom Foley



Adam Williams



Arrash Yassaee



Christer Mjaset



Colin Brown





Dina Saleh



Ellen McCourt



George Miller



Justin Varney



Ram Moorthy





Colby Benari



David Bell



Leslie Hamilton



Peter Cave



Jean Nehme



Archy Kirkwood



Heidi Alexander





Neena Modi



Suzanne McCarthy



Jeeves Wijesuriya



David Haslam



Harrison Carter



Adil Oliver





Alyson Williamson



lke Anya



Graeme Catto



Andre Chow



Namita Kumar

Future Plans

Over the last three years we have seen The HLA grow at huge pace, our first cohort was 13 scholars, with our intake just two years later growing to over 100 scholars a year. We attract some of the most talented early stage health professionals, they support each other as well as being supported by our faculty and wider network. Our aim is to support their ideas and ambitions with many of the best projects and ideas that emanate from The HLA coming from these talented individuals.

Over the coming years we will be supporting more and more of their incredible ideas for the future. The HLA provides a platform for many of these ideas to realise their potential. We will continue to grow our cohorts and the reach of the flagship programme, whilst trying to develop provisions that are more widely accessible by as many health professionals as possible. We aim to deliver programmes and develop our community so we are across at least three continents by the middle of the next decade. We continue to focus on our community and how to ensure that we can support each individual in the way that they want and need to achieve their goals for the

How can you get involved

The HLA community can be accessed by joining one of our programmes, getting involved with one of our communication channels or attending one of our conferences or events. These are great opportunities to develop personally, meet other people passionate about delivering meaningful change and getting the support you need to develop into the best healthcare leader you can be. We already work with a significant number of organisations and are constantly looking at potential partnerships both in the private and public sector. Scholars often undertake projects with partner organisations gaining a huge amount and contributing in a significant way.

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With thanks to:



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Contact us if you would like to work with The HLA

@ director@thehealthcareleadership.academy